44

DOC NO 00004248
BOOK 3347 Pg: 254

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE TOWN OF NORTH PROVIDENCE
RHODE ISLAND

AND

RHODE ISLAND LABORERS' DISTRICT COUNCIL

ON BEHALF OF
PUBLIC EMPLOYEES' LOCAL UNION 1033
AFFILIATE OF THE
LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

(JULY 1, 2019 – JUNE 30, 2022)

RAC
CV
MFS

DOC NO 0000004248
BOOK 3347 Pg= 255

TABLE OF CONTENTS

ARTICLE/DESCRIPTION	PAGE
TABLE OF CONTENTS	2
PREAMBLE	3
DECLARATION OF PRINCIPLES	3
I / UNION RECOGNITION	4
II / UNION SECURITY	4
III / PAYROLL DEDUCTION OF UNION DUES AND SERVICE FEES	5
IV / STABILITY OF AGREEMENT	5
V / UNION ACTIVITIES	5
VI / SENIORITY AND PROMOTION	6
VII / FILLING OF PROMOTIONAL VACANCIES	7
VIII / COMPENSATION	10
IX / HOURS OF WORK AND OVERTIME	10
X / LONGEVITY	13
XI / HEALTH AND WELFARE	14
XII / HOLIDAYS	16
XIII / VACATION LEAVE	17
XIV / SICK LEAVE	18
XV / PENSION FUND	20
XVI / LEGAL SERVICES	21
XVII / BEREAVEMENT LEAVE	21
XVIII / JURY LEAVE	22
XIX / MISCELLANEOUS	22
XX / PUBLIC SAFETY	22
XXI / STEWARDS	23
XXII / MANAGEMENT RIGHTS	23
XXIII / GRIEVANCE AND ARBITRATION	24
XXIV / DURATION OF AGREEMENT	26
SIGNATORIES	27
APPENDICES:	
COMPENSATION	UNPAGINATED
SUMMARY OF HEALTH INSURANCE BENEFITS AND COVERAGE	UNPAGINATED
SUMMARY OF PRESCRIPTION DRUG BENEFITS AND COVERAGE	UNPAGINATED
SUMMARY OF DENTAL INSURANCE BENEFITS AND COVERAGE	UNPAGINATED
HEALTH CARE PROVIDER CERTIFICATE	UNPAGINATED

THIS AGREEMENT is entered into effective the 1st day of July, 2019 by and between the TOWN OF NORTH PROVIDENCE, RHODE ISLAND, hereinafter also referred to as the "EMPLOYER" or "TOWN" and the RHODE ISLAND LABORERS' DISTRICT COUNCIL on behalf of PUBLIC EMPLOYEES' LOCAL UNION 1033, of the LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, hereinafter referred to as the "UNION".

PREAMBLE

Section 1. This Agreement is entered into to facilitate the adjustment of grievances and disputes between the Employer and Employees, to provide insofar as possible for the continuous employment of labor, and to establish necessary procedure for the amicable adjustment of all disputes which may arise between the Employer and the Union.

Section 2. The Employer and the Union encourage the highest possible degree of practical, friendly, cooperative relationships between their respective representatives at all levels. The officials of the Employer and the Union realize that this goal depends primarily on the cooperative attitudes between people in their respective organizations and at all levels of responsibility, and that proper attitudes must be based on full understanding of and regard for the respective rights of both the Employer and the Employees.

DECLARATION OF PRINCIPLES

Section 1. There shall be no discrimination against an Employee, namely by reason of race, color, creed, sex, sexual orientation, national origin, age, union membership or other bases of discrimination prohibited by the state or federal law.

The Employer and the Union affirm their joint opposition to any discrimination practices in connection with employment, promotion, or training, remembering that the public's interest remains the full utilization of Employees' skills and ability without regard to consideration of race, color, creed, sex, sexual orientation, national origin, age, or union membership.

Section 2. No Employee covered by this Agreement shall be discharged, laid off, demoted,

suspended, transferred or affected in any way because of his political beliefs or activities.

DOC NO 00004248
BOOK 3347 Pg= 257

ARTICLES OF AGREEMENT

ARTICLE I
UNION RECOGNITION

Section 1. The Employer recognizes that the Rhode Island Laborers' District Council on behalf of Public Employees' Local Union 1033 of the Laborers' International Union of North America, is the exclusive representative of all Town Employees as established by the Rhode Island State Labor Relations Board, Case Number EE-3117, as amended. The Town shall not be required to recognize any Employee's private legal counsel in any stage of the grievance and arbitration procedures set forth in this Agreement nor shall the Union permit any such counsel to participate in or observe any stage of those dispute resolution procedures in any capacity, it being understood that the Union is the sole and exclusive representative of all Town Employees.

ARTICLE II
UNION SECURITY

Section 1. Consistent with *Janus v. American Federation of State, County, and Municipal Employees, Council 31, et al.*, United States Supreme Court – Decided June 27, 2018, upon written authorization of any employee covered by this Agreement, the Town shall deduct from the employee's salary his Union dues, service charges, or service fees on a bi-weekly basis and shall remit to the Union the amount deducted, together with a list of the members who have had payments deducted. Membership dues, service charges, or service fees shall be established in an amount determined by the Union.

Section 2. The Employer agrees not to enter into any agreement or contract with members of the bargaining unit, individually or collectively, nor negotiate or bargain with them, unless it is through the duly authorized representative of the Union, and any such Agreement entered into, not through the duly authorized representative of the Union, shall be null and void.

Section 3. The Employer shall notify the Union of all new Employees employed in

RLL
cc
MFS

classifications covered by this Agreement within five (5) days of initial employment.

DOC NO 0000004248
BOOK 3347 Ps= 258

ARTICLE III
PAYROLL DEDUCTION OF UNION DUES AND SERVICE FEES

Section 1. The Employer agrees to deduct from the wages of each Employee who authorizes the Employer to do so in writing, such initiation fees and monthly dues as the Union shall designate. Such deductions shall be made in the same weekly period of each month and shall be remitted monthly to the Secretary-Treasurer of LOCAL UNION 1033. The Union shall indemnify, defend, save and hold harmless the Town and any of its agents, employees or representatives performing required duties of the Town against any and all claims, demands, suits, orders, judgments or other forms of liability, of any nature, brought or issued against the Town as a result of the Town's compliance with the dues, service charges, or service fees deduction provisions of this article, including without limitation, all costs, expenses and counsel fees which may be incurred or imposed upon the Town.

ARTICLE IV
STABILITY OF AGREEMENT

Section 1. No Agreement, understanding, alteration, or variation of the terms or provisions of this Agreement herein contained shall bind the parties hereto unless made and executed in writing by the parties hereto. Failure of the Employer or the Union to insist in any one or more incidences of non-performance of the terms and conditions of this Agreement shall not be considered as a waiver or relinquishment of the rights of the Employer or the Union to future performances of any such terms or conditions and the obligations of the Union and the Employer to such future performance, shall continue in full force and effect.

ARTICLE V
UNION ACTIVITIES

Section 1. The Union Negotiating Committee shall consist of up to four (4) members of the bargaining unit together with other persons deemed necessary by the Union. Members of the

RRL
MFS

DOC NO 0000042482
BOOK 3347 Pg= 259

bargaining unit shall be excused from duty with pay for participation in negotiations between the Union and the Employer, after notifying their Supervisor outside of the bargaining unit and receiving approval; provided however that such excusal may be discretionarily denied by the Town if it would unduly disrupt the operations of the member's department; but provided however that Town approval shall not be unreasonably withheld.

Section 2. The Union shall furnish the Town and the appropriate Department Heads with a list of Stewards, and shall as soon as possible, notify them in writing of any change in the Union Stewards. Only those who are Officers or Stewards shall be recognized by the Employer for the purposes of meetings.

The Union may be represented by International Representatives, representatives of the Rhode Island Laborers' District Council, and/or counsel.

ARTICLE VI
SENIORITY AND PROMOTION

Section 1. Definition. Seniority shall be defined as the total length of service with the Employer. Seniority shall be defined as length of service within a Department, for the purpose of applying for and filling promotional vacancies.

Seniority shall be acquired by a full-time Employee, after completion of a ninety (90) day probationary period, at which time seniority shall be retroactive to the first day of employment. In accordance with all other provisions of this Agreement, Seniority preference shall be given due consideration with respect to promotions, transfers, reduction in work force, vacations and job assignments deemed more desirable; but in no event shall Seniority be a controlling determinant for such personnel actions.

Section 2. Cumulation. Seniority shall accumulate during absence because of illness, injury, vacation, or other authorized leave.

Section 3. Break in Seniority. Seniority shall be considered broken only for the following

RLL CC MFS

DOC NO 00004248
BOOK 3347 Pg= 260

reasons:

(A) when an Employee has been discharged for just cause;

(B) when an Employee voluntarily terminates his employment;

(C) when an Employee fails to respond to a recall notice;

(D) when an Employee exceeds an authorized leave of absence;

(E) when an Employee engages in other work without authorization while on leave of absence; or

(F) when an Employee is laid off in excess of eighteen (18) months.

Section 4. Reduction in Work Force. In the event a reduction in forces is required, the most junior Employee in the impacted classification shall be subject to layoff. The Employee thus affected may exercise his seniority in his Department in any equal or lower rated classification, provided he has the ability to perform the duties of the classification, which ability shall be determined in the sole discretion of the Town, and which determination may not be disturbed by an arbitrator unless exercised in an arbitrary and capricious manner as proven by clear and convincing evidence. If he is unable to exercise his seniority within his Department, he may exercise his seniority in any equal or lower rated classification in the bargaining unit, provided he has the ability to perform the duties of the classification, which ability shall be determined in the sole discretion of the Town, and which determination may not be disturbed by an arbitrator unless exercised in an arbitrary and capricious manner as proven by clear and convincing evidence. Ability to perform the duties of the classification shall mean the ability to competently and efficiently perform the duties of the classification after a break-in period of twenty (20) work days. Similarly, an Employee who has been downgraded or laid off as a result of reduction in forces shall be recalled to his former classification in accordance with his seniority.

ARTICLE VII
FILLING OF PROMOTIONAL VACANCIES

Section 1: Definition. A promotional vacancy shall be any vacancy in any position above the lowest paid position included in this bargaining unit up to and including the highest paid position within the bargaining unit, as established in Rhode Island State Labor Relations Board Case

RRL OC MFS

Number EE-3117, as amended; provided however, that a vacancy shall not be deemed to exist unless it is so declared by the Town, it being understood that the general staffing of the various Town departments is a non-bargainable, non-delegable, core managerial right of the Town.

DOC NO 00004248
BOOK 3347 Pg= 261

Section 2. The Employer agrees to fill all promotional vacancies, if it so declares any to exist, from within the bargaining unit, subject to the provisions in Section 3 below.

All temporary vacancies may be filled by Employees designated by the Town for a period not to exceed sixty (60) days unless an extension is mutually agreed to by the Town and the Union. Any Employee who is transferred or reclassified as a result of such temporary transfer shall revert to the job classification and location held prior to the time the vacancy occurred. This provision applies only to temporary transfers to higher classifications.

Section 3. The Employer agrees that first consideration will be given to filling all promotional vacancies from within the Department where the vacancy exists. Notice of a vacancy shall be posted for a period of three (3) working days, on appropriate Town Bulletin Boards.

(A) Any Employee who has completed his probationary period, who is interested in filling the vacancy in his Department, shall apply in writing to the Department Head within seven (7) working days after said notice has been posted.

(B) The vacancy shall be filled on the basis of qualifications and ability, as well as the performance history, attendance, punctuality, and such other factors in the candidates' employment histories as may be relevant, all as discretionarily determined by the Employer. Where qualifications and ability are relatively equal, seniority shall be the determining factor. Should a question arise of the decision made by the Employer in the question of ability, this shall constitute a grievance and may be submitted to the Grievance and Arbitration Procedure included in this Agreement; provided however, that the Employer's determination in assessing ability may not be disturbed by an arbitrator unless exercised in an arbitrary and capricious manner as proven by clear and convincing evidence.

(C) It is the intention of the parties hereto to afford initial opportunity to the most senior bargaining unit applicant from within the Department where the vacancy exists to compete for the vacancy if he is deemed qualified by the Town to perform the duties associated with the vacant

RRL MFS

DOC NO 0000004248
BOOK 3347 Pg= 262

position.

The then resulting vacancy, if at a Clerk II level or below, is then to be filled by the most senior bargaining unit applicant, Town-wide, who is deemed qualified by the Town to perform the duties associated with the resulting vacant position.

If the resulting vacancy is above a Clerk II position, it is the intention of the parties to afford initial preference to fill this resulting vacancy with the most senior person within the Department where the vacancy exists who possesses at least five (5) years of experience in said Department and who is deemed qualified by the Town to perform the duties associated with the vacant position.

Should no such person exist, the vacancy is then to be filled by the most senior bargaining unit applicant, Town-wide, who is deemed qualified by the Town to perform the duties associated with the resulting vacant position. Should there be no qualified bargaining unit applicant, as determined in the sole discretion of the Town, to perform the duties of the vacant position, or should there be no bargaining unit applicant for said position, the Town may then fill the vacancy from any source.

Section 4. The Employer agrees that when detailing Employees to higher level duties for potential promotion, selection will be made from among the best qualified Employees as the Employer may determine. The Employer further agrees that temporary promotions will be utilized when feasible in temporary replacements of supervisory personnel, or in determining potential for promotion.

Section 5. The successful bidder shall have a trial period of thirty (30) days, and if he is not qualified for the position, he shall be restored to his former job and the position shall be re-bid. For Police and Fire Dispatchers only, the trial period afforded promoted Employees shall equal the period provided for training as set forth in Article XX, Section 3. If a trainee is unable to meet the standards for the position, he shall, at the conclusion of the training period, be restored to his former position.

Section 6. During the period of vacancy, the Employer shall have the right to fill the position

RRC CC MFS

on a temporary basis.

DOC NO 00004248
BOOK 3347 Pg= 263

Section 7. Promoted Employees shall be placed in a pay step associated with the pay grade of the promoted position which provides a wage increase over the Employees' then existing pay grade/pay step. Excepting Police and Fire Dispatchers, Employees who fill a lateral position (same position in a different department) shall be placed in the first step of the pay grade associated with the position. All Employees shall be placed in the next higher pay step within pay grade on the July 1st following the Employee occupying the position for 365 calendar days.

ARTICLE VIII
COMPENSATION

Section 1. All Employees of the Town who are members of the bargaining unit as established in Rhode Island State Labor Relations Board Case Number EE-3117, as amended, shall receive the bi-weekly wage rates as listed below and as incorporated in Appendix A-1 (Pages 1 through 5) attached hereto.

Section 2. Wages for all Employees, except as noted below, shall be increased as follows:

Effective July 1, 2019, 2.0 % across the board over the wages existing on June 30, 2019;
Effective July 1, 2020, 2.0 % across the board over the wages existing on June 30, 2020;
Effective July 1, 2021, 2.0 % across the board over the wages existing on June 30, 2021;

The foregoing pay increases shall not be paid to any Employee not employed with the Town as of May 23, 2019.

ARTICLE IX
HOURS OF WORK AND OVERTIME

Section 1. Hours of Work.

TOWN HALL:

Winter hours are 8:30 a.m. to 4:00 p.m. with one hour for lunch;
and 9:00 a.m. to 4:30 p.m. with one hour for lunch;
Summer hours conclude one half hour earlier with no loss in pay

RRL CV MFS

BUILDING MAINTENANCE AND CUSTODIANS:

Winter hours are 7:00 a.m. to 3:30 p.m. with one-half hour for lunch;

Summer hours conclude one half hour earlier with no loss in pay

CLERICAL/POLICE/FIRE DEPT.:

Winter hours are 8:30 a.m. to 4:00 p.m. with one hour for lunch;

8:00 a.m. to 3:30 p.m. (Supervisor of Records);

Summer hours conclude one half hour earlier with no loss in pay

FIRE DISPATCHERS:

Six tours of duty as follows: 2 consecutive working shifts of

8:00 a.m. to 4:00 p.m. followed by 4:00 p.m. to 12:00 a.m.

followed by 12:00 a.m. to 8:00 a.m. followed by 4 consecutive days off and then repeating

POLICE DISPATCHERS:

3 shifts: 8:00 a.m. to 4:00 p.m.; 4:00 p.m. to 12:00 midnight;

12:00 midnight to 8:00 a.m.

ANIMAL CONTROL:

2 shifts: 7:00 a.m. to 3:00 p.m.; 3:00 p.m. to 11:00 p.m.

COFFEE BREAK:

All Employees shall receive a 15-minute coffee break in the morning and the afternoon.

Employees covered by this Agreement whose summer schedule is reduced shall not suffer any loss in pay. Summer hours shall be in effect from June 21 to Labor Day.

Section 2. Overtime. Any Employee covered by this Agreement, shall receive time and one-half for all hours worked in excess of his regular work day and time and one-half for all hours

RAC CC MFS

worked in excess of his regular work week.

Overtime will be offered equally to Employees by classification in each department, on the basis of seniority and based on the work the Employee customarily and ordinarily performed during that week. The offering of overtime shall be rotated and for the purpose of rotation, overtime refused shall be considered as overtime worked. A seniority list for each department shall be posted and maintained by the Town and provided to the Union's Business Manager and to the steward of each department. Should a dispute arise under the application of this clause, and upon request, the Employer shall furnish the Union a record of overtime.

Holidays and sick leave shall be counted as part of the work week, for the purpose of computing overtime.

Section 3. Out-of-Classification Pay. Any Employee who is assigned to work in a higher job classification shall receive the rate of pay for the higher job classification after completing two (2) working shifts in the higher job classification, retroactive to the first work shift of said assignment.

Section 4. Callback. Any Employee called back to work outside of his normal work shift shall be paid at the rate of time and one-half for all such hours or fractions thereof worked and shall receive a minimum pay of four (4) hours straight wage.

Section 5. Town Hall Closed or Work Canceled. If the Town Hall is closed or work is canceled due to inclement weather, Public Safety employees required to report to work shall receive their regular compensation plus, the additional pay for the hours that the non-Public Safety employees did not work. The intent of this section is to compensate Public Safety employees with wages only for the hours which non-Public Safety employees did not work as a result of being dismissed. By way of example, if non-Public Safety employees who work a 6.50 hours-workday are dismissed at 2 p.m. due to inclement weather (e.g. a snow storm), then Public Safety employees shall be compensated for 2.50 hours only, not for an entire workday.

Section 6: Flex Hours. The parties agree that the Town may seek qualified volunteers within

RRC MFS

DOC NO 00004248
BOOK 3347 Pg= 266

a department, on a rotating basis by seniority, to work scheduled flextime. When this need arises, the Town shall notify the Union no later than two weeks prior to the requested implementation of flex time. If the Town is not able to secure enough volunteers during an emergency, the Town will identify and select the most junior qualified Employees within the department or Town-wide to fill the necessary time slots. It is acknowledged that flextime is intended to be the temporary working of irregular hours in order to provide additional and temporary services to the citizens of the Town. Flextime shall not be the rescheduling of existing Employees to cover for the absence of Employees or vacancies or otherwise to circumvent overtime. As an example, the Town may utilize flextime to implement a temporary four workday/workweek in the Collector's Office during tax payment periods in order to provide additional services to the public by remaining open until 7:00pm during said periods. Notwithstanding the foregoing, at the discretion of the Mayor, the Town may implement different hours of work from those set forth in Section 1 of this article to accommodate the demands of Town departments, to enhance efficiency or to maximize the delivery of services to the public. The Town shall meet and confer with the Union prior to implementing such changes in hours of work.

ARTICLE X
LONGEVITY

Section 1. All Employees covered by this Agreement shall be paid a Longevity benefit which shall be considered as part of the Employee's salary for pension purposes. This benefit shall be computed on the basis of the Employee's salary for the fiscal year ending June 30.

AFTER:	ANNUAL LONGEVITY PERCENTAGE
Five (5) years of service	4.5%
Eight (8) years of service	7.5%
Twelve (12) years of service	8.5%
Fifteen (15) years of service	9.5%
Eighteen (18) years of service	11.5%;

provided however, that this new longevity step shall be prospective only after the signing of this Agreement.

RMM MFS

Effective July 1, 2008, the annual longevity benefit shall be increased by $75.00 in each step.

DOC NO 00004248
BOOK 3347 Pg= 267

ARTICLE XI
HEALTH AND WELFARE

Section 1. Health and Welfare.

Consistent with R.I.G.L. §28-7-49, the Town shall provide all members of the bargaining unit with the following health insurance coverage.

Preferred Provider Organization (PPO). The Town shall provide and pay a portion of the cost of a PPO plan, either individual or family, which shall be the standard health insurance plan offered to members of the bargaining unit. The PPO plan shall contain in and out of network benefits. Unless contrary to R.I.G.L. § 28-7-49, the PPO plan's network shall not contain less than 90% participation by Rhode Island physicians and include benefit, service and network levels no lower than those in effect at the time of execution of this Agreement. A summary of benefits for said PPO plan shall be appended hereto and incorporated herein. Additionally, a summary description of said PPO plan shall be available through the Town's Personnel Department.

Effective July 1, 2019 through June 30, 2022, each employee shall contribute One Hundred Twenty Two and 38/100 dollars ($122.38) per pay period on a pre-tax basis by payroll deduction toward the Town's working rates for said PPO for a family plan and Forty Five and 98/100 dollars ($45.98) per pay period on a pre-tax basis by payroll deduction toward the Town's working rates for an individual plan.

Section 2. The Employee shall have the option to accept the medical benefits or in lieu thereof the sum of $1,000.00; provided however, that this $1,000.00 stipend shall not be paid to employees of the Town or school department who are married to one another and were hired by the Town or school department after July 1, 2019; and provided further, that this $1,000.00 stipend shall not be paid to any employees of the Town or school department if they marry one another on or after July 1, 2019, without regard to date of hire. Payment of the $1,000.00 shall not be included in a regular payroll but shall be made separate and apart.

RLL
CV
MFS

Section 3. Dental.

Consistent with R.I.G.L. §28-7-49, the Town agrees to assume the full cost of providing each employee with a dental plan with substantially equivalent benefits and network to those existing on the date of execution of this Agreement. A summary of benefits for said dental plan shall be appended hereto and incorporated herein. Additionally, a summary description of said dental plan shall be available through the Town's Personnel Department.

Section 4. The Employee shall have the option to accept the Dental benefits or in lieu thereof the sum of $275.00; provided however, that this $275.00 stipend shall not be paid to employees of the Town or school department who are married to one another and were hired by the Town or school department after July 1, 2019; and provided further, that this $275.00 stipend shall not be paid to any employees of the Town or school department if they marry one another on or after July 1, 2019, without regard to date of hire. Payment of the $275.00 shall not be included in a regular payroll but shall be made separate and apart.

Section 5. Group Insurance. The Employer agrees to provide group life insurance for all Employees covered by this Agreement in the face amount of Sixty-thousand dollars ($60,000.00).

Employees shall have the option of purchasing additional coverage up to one and one-half times the face amount through payroll deduction at the group rate. Bargaining unit members may continue coverage upon their retirement from service at their own expense at the Employer's group rate.

Section 6. Eligible Retirees. The coverage provided for in Section 1. above shall be provided to eligible Retirees for a period of up to 36 months, commencing with the date the eligible Retiree ceases active employment covered by this Agreement. Effective July 1, 2019, the cost of such coverage provided in this section shall be shared between the Town and any employee retiring on or after July 1, 2019 to the same extent as active employees co-share.

Eligible Retirees shall include individuals who have been in the employment of the Town for a period of 20 years or more of service and who execute an affidavit stating that they do not receive equivalent coverage at no cost from any other source. Should any otherwise eligible

Retiree have equivalent coverage at no cost from another source and subsequently lose said equivalent coverage, then the Town shall immediately enroll the eligible Retiree in Section 1. coverage, to begin the first of the month following notification.

ARTICLE XII
HOLIDAYS

Section 1. All permanent Employees in the bargaining unit covered by this Agreement shall be paid the regular rate of pay, for each of the following designated holidays:

New Year's Day
Martin Luther King, Jr. Day
Presidents' Day
One-Half day Good Friday
Memorial Day
Fourth of July
Victory Day
Labor Day
Columbus Day
Election Day (November of every even year)
Veterans' Day
Thanksgiving Day
Day after Thanksgiving*
Half-day before Christmas
Christmas Day

Two and one-half (2 ½) personal days*

* In lieu of receiving the paid holiday of Day after Thanksgiving, Police and Fire Dispatchers shall instead receive an extra personal day, thereby increasing their allotment of personal days from two (2 ½) to three (3 ½).

If a holiday is worked, each Employee shall be paid in addition to the above-mentioned holiday pay, at 150% of his regular hourly rate of pay for the actual time worked, but the period of work shall not be credited as part of his work week in computing overtime. Whenever such holiday occurs on a day when the Employee normally rendered service, the holiday shall be considered as part of his workweek for the purpose of computing overtime.

Notwithstanding any other provision of this agreement, an employee who uses sick leave either the workday before or the workday after a holiday listed in this article, may, in the discretion of the Town, be required to produce sufficient medical documentation, at his expense, verifying the illness claimed and inability to work in order to be eligible to receive holiday pay; provided, however, that the individual employee has been given notice of the requirement prior to the holiday.

Section 2. Whenever a holiday occurs on a Saturday or Sunday, the Employer shall designate the day off for the observance of the holiday. The Employer, when designating a day off for Saturday or Sunday holiday, will attempt to be consistent with either the State of Rhode Island or other local municipalities.

ARTICLE XIII
VACATION LEAVE

Section 1 . Any Employee who has completed one (1) year of employment shall be granted ten (10) days annual vacation leave each calendar year with pay.

Section 2. Any Employee who has completed five (5) years of employment shall be granted fifteen (15) days annual vacation leave each calendar year with pay.

Section 3. Any Employee who has completed ten (10) years of employment shall be granted one (1) additional vacation day per year to a maximum of twenty (20) days.

Section 4. Vacation requests shall be granted by seniority, within each department, and specifically exempting Police Department and Fire Department Dispatchers, may be taken daily or weekly or any combination thereof.

Section 5. Up to ten (10) days of annual vacation leave may be carried over to the next fiscal year.

Section 6. (A) Individual requests for vacation leave of less than a full workweek in duration must

be submitted to the Employee's Department Director for approval no later than five (5) days prior to the effective date of the request.

(B) Individual requests for vacation leave of five (5) days or more must be submitted to the Employee's Department Director for approval no later than ten (10) days prior to the effective date of the request.

ARTICLE XIV
SICK LEAVE

Section 1.

All employees on the payroll as of the signing of this agreement shall be granted the amount of days they have accumulated as of the date of the signing of this agreement. Thereafter, paid sick leave shall accrue at the rate of one (1) full day per month, or twelve (12) days annually, with the employee having the option to donate three (3) of said days to be credited to the sick leave bank described below.

Employees discharging unpaid, authorized leaves of absence shall not accrue said Sick Leave after the first ninety (90) days of any such leave of absence.

Employees covered by this Agreement shall have the option to donate three (3) of their twelve (12) sick days to the Local Union 1033 North Providence Sick Bank which shall be administered by a committee consisting of two representatives appointed by the Union's Business Manager, two representatives appointed by the Mayor and as Chair, the Mayor or Designee. The Committee shall publish rules for the Bank's operation.

Employees covered by this Agreement shall accrue a maximum of Two Hundred Twenty-Five (225) days of sick leave.

A cash reimbursement shall be paid to all Employees upon separation or retirement in an amount equal to all unused sick leave to a maximum of Two Hundred Twenty-Five (225) days; provided, however, Employees who are separated from employment with the Town due to cause or Employees who resign in lieu of termination shall not be entitled to a cash reimbursement for unused, accumulated sick time.

Section 2. Employees who do not use any sick days during the period September 1st to August 31st of each year shall receive payment of four days' pay. Employees using one sick day during

this period shall receive two days' pay.

Section 3. Sick Leave Definition. Sick leave shall be defined as leave with pay because of a medically necessary absence caused by personal illness, non-work related injury, exposure to a contagious disease or enforced quarantine (when established and declared by the Department of Health or other competent authority for a period of such quarantine only) of an Employee covered by this Agreement or for attendance upon a member's parent, spouse or child, whose illness requires the care of such Employee, provided that not more than five (5) working days with pay shall be granted to Employees for this purpose in any one calendar year. In cases of family care sick leave as provided herein, the Employee shall give the Employer seven (7) days advance notice when possible.

Section 4. Notification of Intended Absence. Sick leave will not be allowed unless notification of illness or injury is given to the Employee's Department Director, or his designee, by the Employee or his treating physician, within thirty (30) minutes after the time scheduled to start, unless extenuating circumstances, otherwise sick leave shall not begin until after notification has been received.

Section 5. Discharge and Physician's Certification. Sick leave may be discharged in periods of not less than one half (1/2) workday.

The Employer may require from an Employee a physician's certificate or other satisfactory evidence in support of sick leave covering an absence of more than three (3) consecutive working days or if sick leave is being discharged in a pattern indicative of suspected abuse. The Employee may use the form attached hereto to be completed by his health care provider.

The Union and Employees of the bargaining unit acknowledge that regular and predictable attendance is an essential function of each position in the bargaining unit.

RRL @ MFS

DOC NO 00004248
BOOK 3347 Pg= 273

ARTICLE XV
PENSION FUND

Section 1. LIUNA NATIONAL (INDUSTRIAL) PENSION FUND.

For the purpose of providing retirement benefits for Employees covered by this Agreement, the Employer for each day or portion thereof for which an Employee receives pay, shall make a contribution to the Laborers' International Union of North America National (INDUSTRIAL) Pension Fund.

The parties shall continue to participate in the preferred schedule as codified in the Funding Rehabilitation Plan of the Laborers' International Union of North America National (INDUSTRIAL) Pension Fund, adopted July 26, 2010, a copy of which has been furnished to the parties. The current contribution rate to said Fund is Twenty Dollars and Fifty-Six Cents ($20.56) per day. Said rate shall increase by 10% to Twenty-Two Dollars and Sixty-Four Cents ($22.64) per day effective January 1, 2020. The Funding Rehabilitation Plan of the Laborers' International Union of North America National (INDUSTRIAL) Pension Fund, adopted July 26, 2010 is incorporated herein as if fully reproduced.

For the purpose of this Article, each day paid for, including days of paid vacation, holidays, and other days for which pay is received by the Employee in accordance with the Agreement, shall be counted as days for which contributions are payable.

(A) Said sum shall be paid into the Fund not later than the twentieth (20th) day of each month and up to the end of the last complete payroll period of the preceding calendar month.

(B) The Union reserves the right to remove Employees whose wages, hours, and working conditions as set forth in this Agreement are not met, if the Employer has failed to remit the aforementioned Pension Fund monies due to the Fund within the time for payment thereof.

(C) For the purpose of providing retirement benefits for all white collar workers, the Employer for each day or portion thereof for which an Employee receives pay shall make a contribution similar to that required by Section 1. for each Employee to the Laborers' International Union of North America National (INDUSTRIAL) Pension Fund provided that the Employer shall include all of its Employees not covered by this Agreement but who participate in the Employer's pension system and who are not covered by any collective bargaining agreement.

RRC CC MF

DOC NO 00004248
BOOK 3347 Pg= 274

ARTICLE XVI
LEGAL SERVICES

Section 1. For the purpose of providing Legal Service Benefits to Employees covered by this Agreement and to specifically pay for legal services rendered to such Employees, the Employer agrees to remit Fifteen cents ($.15) for each hour an Employee covered by this Agreement receives pay up to a maximum of forty (40) hours per week to the Rhode Island Public Service Employees' Legal Service Fund.

Section 2. Said contributions shall be paid into the Fund no later than the twentieth (20th) day of the month for hours worked by said Employees up to the end of the last complete payroll period of the preceding calendar month. The Union reserves the right to remove Employees whose wages, hours, working conditions and fringe benefits as set forth in this Agreement, if the Employer has failed to remit to the aforementioned Fund monies due the Fund within the time for payments thereof.

Section 3. The Legal Services Fund shall not be used to provide benefits which defray any expenses for disputing grievances or legal proceedings between the Employee-participant, his spouse, or dependents and the Employer, the Union, or any of its members, their agents, or any legal entity to which they are a part.

ARTICLE XVII
BEREAVEMENT LEAVE

Section 1. All Employees of the bargaining unit shall be allowed leave, without loss of pay, because of the death of a mother, father, mother-in-law, father-in-law, husband, wife, child, brother, sister, grandparent, grandchild, brother-in-law, sister-in-law, grandparent-in-law or other members of the immediate household; provided that in such cases the leave shall not exceed more than one (1) work day beyond the date of burial of said deceased person, and provided in the case of Employees of the Jewish faith, said leave shall be for the actual period of mourning observed, but not to exceed seven (7) days from the day of burial.

NRC @ MFS

DOC NO 00004248
BOOK 3347 Pg= 275

Section 2. In the event there is a death in the Employee's family, but not in the immediate household as defined in Article XVII, Section 1, the Employee shall be granted leave of one (1) day for the day of the funeral services without loss of pay.

ARTICLE XVIII
JURY LEAVE

Section 1. Every Employee covered by this Agreement who is ordered by appropriate authority to report for Jury Duty shall be granted a leave of absence from their regular duties during the actual period of such Jury Duty and shall receive for such period of Jury Duty their regular pay or their Jury Duty pay, whichever is the greater.

ARTICLE XIX
MISCELLANEOUS

Section 1. Bulletin Boards. The Employer shall provide bulletin boards in conspicuous places to be used for posting of Union notices, rules, and regulations.

Section 2. Safety. Both the Employer and the Union shall cooperate in the enforcement of safety rules and regulations and shall promote sound safety practices and rules for the protection of Employees and the public.

Section 3. Whenever the masculine gender is used in this Agreement, it shall include the feminine gender and vice-versa.

Section 4. Absent a bona fide state of emergency, no Employee shall be required to work more than sixteen (16) consecutive hours.

ARTICLE XX
PUBLIC SAFETY

Section 1. (A) Fire Department Dispatchers shall remain Fire Department Dispatchers.

RRL
CJ
MFS

DOC NO 000004248
BOOK 3347 Pg= 276

(B) Police Department Dispatchers shall remain Police Department Dispatchers.

(C) Police and Fire Dispatchers who work between 4:00 p.m. and 12:00 midnight shall receive, in addition to their regular wages, a shift differential of Forty-five cents ($.45) per hour worked.

(D) Police and Fire Dispatchers who work between 12:00 midnight and 8:00 a.m. shall receive, in addition to their regular wages, a shift differential of Seventy cents ($.70) per hour worked.

Section 2. Police and Fire Dispatchers who are held over to work beyond their normal shift shall be guaranteed sixteen (16) hours off before reporting to their next regular shift and shall not suffer any loss of pay.

Section 3. A newly hired Dispatcher shall serve as an Apprentice Dispatcher for the initial 90-days of employment and as such shall be trained by a senior Dispatcher. During the 90-day training period, the senior Dispatcher responsible for training shall receive One dollar ($1.00) per hour in addition to his regular wages and the Apprentice Dispatcher's wages shall be reduced by an equal One dollar ($1.00) per hour; provided, however, the above-mentioned pay differential shall be at no cost to the Town.

ARTICLE XXI
STEWARDS

Section 1. Union Stewards shall be appointed by the Union. Stewards shall have the right to report any violation of any provision of this Agreement to the Union. Said violation or grievance shall be processed in accordance with the Grievance and Arbitration Procedure included in this Agreement.

ARTICLE XXII
MANAGEMENT RIGHTS

Section 1. Management Rights. Except as abridged or restricted by any provision of this Agreement or by applicable law, all of the authority, power, rights, jurisdiction and responsibilities

RRS CC MFS

of the Town are retained by and reserved exclusively to the Town, including but not limited to: the right to supervise and control all of its departments and Employees; to direct, hire, layoff, promote, transfer and assign Employees within the bargaining unit, or to suspend, demote, discharge or otherwise discipline said Employees for just cause; to maintain the efficiencies of Town operations; and to determine the methods, means, processes and personnel by which such operations are to be conducted.

The Town has the right to promulgate reasonable policies, rules and regulations pertinent to the Employees covered by this Agreement, so long as these policies, rules and regulations or any of the rights in this article do not conflict with the terms and conditions of this Agreement and applicable law.

The exercise of rights normally entrusted to management shall be subject to any obligations the Town may have under R.I.G.L. § 28-9.4, or obligations imposed upon the Town by relevant statute.

ARTICLE XXIII
GRIEVANCE AND ARBITRATION

Section 1. A grievance is a dispute between an Employee, Employees, or the Union and the Town which involves the application, meaning or interpretation of the express provisions of this Agreement, provided, however, that an Employee shall not have the right to grieve or arbitrate the imposition of discipline or his dismissal from employment during his probationary period. The procedures set forth in this article shall comprise the sole and exclusive dispute resolution process for a grievance.

Union Stewards and Officers shall be granted reasonable time off during working hours to investigate and to seek to settle grievances, without loss of pay. An aggrieved Employee or Employees shall be granted the right to Union representation during the course of the grievance procedure without loss of pay.

Section 2. Procedural Steps.

Step 1. Not later than ten working (10) days after the event giving rise to the grievance, the Union may submit a grievance in writing to the Department Director with a copy to

the Chief of Staff. The Department Director or his designee shall respond to the Union in writing within ten (10) working days of the receipt of the grievance.

Step 2. If the grievance is not settled at Step 1, it shall be presented in writing by the Union to the Chief of Staff, within ten (10) working days thereafter. The Chief of Staff shall give his written answer to the grievance to the Union within ten (10) working days after receipt of the grievance.

Step 3. If the grievance is not settled at Step 2, it shall be presented in writing by the Union to the Mayor within ten (10) working days thereafter. The Mayor shall give his written answer to the grievance within ten (10) working days after receipt of the grievance.

Section 3. Written Presentation/Meeting with Chief of Staff or Mayor.

A good faith and bona fide effort shall be made to include in all grievances: the facts giving rise to the grievance; the provision(s) of the agreement alleged to have been violated; the name(s) of the aggrieved Employee(s); and remedy sought. All grievances shall be signed and dated by a duly authorized Union representative. The Chief of Staff or Mayor may request a meeting with the Employee and his duly authorized Union representative.

Section 4. Any grievance which is not presented at Step 1 within ten (10) working days excluding Saturdays, Sundays and Holidays, of the date of occurrence or injury (whichever is later) shall be deemed to have been waived.

Section 5. Submission to Arbitration. If a grievance is not resolved at Step 3, such grievance may, at the request of the Union, be referred to the American Arbitration Association in accordance with their respective governing rules for voluntary labor arbitration.

The submission to arbitration must be made within fifteen (15) working days of the receipt of the Mayor's answer, as stated in Step 3, or else it shall be deemed to have been waived.

Section 6. Arbitrator's Authority and Jurisdiction. The arbitrator shall have no authority to add to, detract from, alter, amend or modify any provision of this agreement. Without intending to limit the generality of the foregoing, the arbitrator shall be without power or authority to issue

DRL cc MFS

an award which violates or is inconsistent with any of the terms of this agreement or applicable law.

Section 7. Binding Effect. Subject to applicable law, the decision of the arbitrator shall be final and binding upon both parties and they agree to apply the decision of the arbitrator to all substantially similar situations.

Section 8. Fees and Expenses of Arbitration. The fees and expenses for arbitration shall be shared equally by the Union and the Town.

ARTICLE XXIV
DURATION OF AGREEMENT

Section 1. The provisions of this Agreement shall remain in effect from July 1, 2019 through June 30, 2022.

Section 2. The provisions of the preceding section shall not prevent the parties, by written agreement, to extend any portion of the Agreement so long as it is consistent with any limitations set forth in the Municipal Employees Arbitration Act.

Section 3. If any term or provision of this Agreement is, at any time during the life of this Agreement adjudged by a court or administrative body of competent jurisdiction to be in conflict with any law, such term or provision shall become invalid and unenforceable, but such invalidity or unenforceablility shall not impair or affect any other term or provision of this Agreement.

SIGNATORIES ON NEXT PAGE

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the 15th day of August, 2019.

TOWN OF NORTH PROVIDENCE, RI
BY

CHARLES A. LOMBARDI
MAYOR

Dated: 8/15/19

RHODE ISLAND LABORERS'
DISTRICT COUNCIL, BY

MICHAEL F. SABITONI
BUSINESS MANAGER

Dated: 8/16/19

PUBLIC EMPLOYEES'
LOCAL UNION 1033, LIUNA

RONALD R. COIA, ESQ.
BUSINESS MANAGER

Dated: 8/15/19

WITNESS:

WITNESS:

DOC NO 00004248
BOOK 3347 Pg: 280

MFS

APPENDIX A-1

CLASSIFICATION	STEP	7/1/2019 (2%)	7/1/2020 (2%)	7/1/2021 (2%)
ACCOUNTS PAYABLE MANAGER	1	45,621.44	46,533.87	47,464.55
ACCOUNTS PAYABLE MANAGER	2	46,306.06	47,232.18	48,176.82
ACCOUNTS PAYABLE MANAGER	3	47,000.49	47,940.50	48,899.31
ACCOUNTS PAYABLE MANAGER	4	47,705.68	48,659.79	49,632.99
ACCOUNTS PAYABLE MANAGER	5	48,421.30	49,389.73	50,377.52
		-	-	-
ANIMAL CONTROL OFFICER	1	37,792.89	38,548.74	39,319.72
ANIMAL CONTROL OFFICER	2	38,359.61	39,126.80	39,909.34
ANIMAL CONTROL OFFICER	3	38,935.24	39,713.95	40,508.22
ANIMAL CONTROL OFFICER	4	39,519.16	40,309.54	41,115.73
ANIMAL CONTROL OFFICER	5	40,111.98	40,914.22	41,732.50
		-	-	-
ASSISTANT MECHANIC	1	36,840.26	37,577.06	38,328.60
ASSISTANT MECHANIC	2	37,392.86	38,140.72	38,903.53
ASSISTANT MECHANIC	3	37,953.75	38,712.83	39,487.09
ASSISTANT MECHANIC	4	38,522.94	39,293.40	40,079.26
ASSISTANT MECHANIC	5	39,100.71	39,882.73	40,680.38
		-	-	-
ASSISTANT SUPT OF PUBLIC BUILDINGS	1	51,936.78	52,975.52	54,035.03
ASSISTANT SUPT OF PUBLIC BUILDINGS	2	52,715.95	53,770.27	54,845.68
ASSISTANT SUPT OF PUBLIC BUILDINGS	3	53,506.48	54,576.61	55,668.15
ASSISTANT SUPT OF PUBLIC BUILDINGS	4	54,309.29	55,395.48	56,503.39
ASSISTANT SUPT OF PUBLIC BUILDINGS	5	55,124.08	56,226.56	57,351.09
		-	-	-
BUILDING CUSTODIAN	1	37,567.55	38,318.90	39,085.27
BUILDING CUSTODIAN	2	38,131.20	38,893.83	39,671.70
BUILDING CUSTODIAN	3	38,703.15	39,477.21	40,266.75
BUILDING CUSTODIAN	4	39,283.69	40,069.36	40,870.75
BUILDING CUSTODIAN	5	39,873.13	40,670.59	41,484.01
		-	-	-
BUILDING INSPECTOR	1	59,679.07	60,872.65	62,090.10
BUILDING INSPECTOR	2	60,574.29	61,785.77	63,021.49
BUILDING INSPECTOR	3	61,482.71	62,712.36	63,966.61
BUILDING INSPECTOR	4	62,404.94	63,653.04	64,926.10
BUILDING INSPECTOR	5	63,340.99	64,607.81	65,899.97
		-	-	-
CLERK 1	1	29,061.74	29,642.98	30,235.84
CLERK 1	2	29,497.38	30,087.33	30,689.07
CLERK 1	3	29,940.08	30,538.88	31,149.66
CLERK 1	4	30,389.22	30,997.01	31,616.95
CLERK 1	5	30,844.81	31,461.71	32,090.94
		-	-	-
CLERK 2	1	30,523.69	31,134.16	31,756.85
CLERK 2	2	30,981.43	31,601.06	32,233.08
CLERK 2	3	31,446.54	32,075.47	32,716.98
CLERK 2	4	31,918.09	32,556.45	33,207.58
CLERK 2	5	32,396.71	33,044.64	33,705.54
		-	-	-
CLERK 3	1	32,717.22	33,371.56	34,038.99
CLERK 3	2	33,207.50	33,871.65	34,549.08
CLERK 3	3	33,706.07	34,380.19	35,067.80

RKC
CC
MFS

CLASSIFICATION	STEP	7/1/2019 (2%)	7/1/2020 (2%)	7/1/2021 (2%)
CLERK 3	4	34,211.71	34,895.94	35,593.86
CLERK 3	5	34,724.40	35,418.89	36,127.26
		-	-	-
CONTROLLER	1	72,412.60	73,860.85	75,338.07
CONTROLLER	2	73,498.46	74,968.43	76,467.80
CONTROLLER	3	74,601.52	76,093.55	77,615.42
CONTROLLER	4	75,719.93	77,234.33	78,779.02
CONTROLLER	5	76,855.84	78,392.96	79,960.82
		-	-	-
COMMUNITY DEVELOPMENT DIRECTOR	1	43,245.24	44,110.15	44,992.35
COMMUNITY DEVELOPMENT DIRECTOR	2	43,893.63	44,771.51	45,666.94
COMMUNITY DEVELOPMENT DIRECTOR	3	44,551.85	45,442.88	46,351.74
COMMUNITY DEVELOPMENT DIRECTOR	4	45,220.50	46,124.91	47,047.40
COMMUNITY DEVELOPMENT DIRECTOR	5	45,898.97	46,816.95	47,753.29
		-	-	-
CUSTOMER SERVICE CLERK	1	37,838.94	38,595.71	39,367.63
CUSTOMER SERVICE CLERK	2	38,406.89	39,175.03	39,958.53
CUSTOMER SERVICE CLERK	3	38,982.52	39,762.17	40,557.41
CUSTOMER SERVICE CLERK	4	39,567.36	40,358.71	41,165.88
CUSTOMER SERVICE CLERK	5	40,161.41	40,964.64	41,783.93
		-	-	-
DEPUTY	1	44,049.28	44,930.27	45,828.87
DEPUTY	2	44,710.57	45,604.78	46,516.87
DEPUTY	3	45,381.06	46,288.68	47,214.45
DEPUTY	4	46,061.68	46,982.92	47,922.57
DEPUTY	5	46,752.44	47,687.49	48,641.23
		-	-	-
DEPUTY TAX COLLECTOR	1	48,359.29	49,326.47	50,313.00
DEPUTY TAX COLLECTOR	2	49,084.73	50,066.43	51,067.75
DEPUTY TAX COLLECTOR	3	49,820.92	50,817.34	51,833.69
DEPUTY TAX COLLECTOR	4	50,568.17	51,579.53	52,611.12
DEPUTY TAX COLLECTOR	5	51,326.77	52,353.30	53,400.37
		-	-	-
DEPUTY TOWN CLERK	1	48,359.29	49,326.47	50,313.00
DEPUTY TOWN CLERK	2	49,084.73	50,066.43	51,067.75
DEPUTY TOWN CLERK	3	49,820.92	50,817.34	51,833.69
DEPUTY TOWN CLERK	4	50,568.17	51,579.53	52,611.12
DEPUTY TOWN CLERK	5	51,326.77	52,353.30	53,400.37
		-	-	-
DIRECTOR PUBLIC SAFETY	1	71,790.61	73,226.42	74,690.95
DIRECTOR PUBLIC SAFETY	2	72,867.88	74,325.24	75,811.74
DIRECTOR PUBLIC SAFETY	3	73,960.81	75,440.03	76,948.83
DIRECTOR PUBLIC SAFETY	4	75,070.31	76,571.72	78,103.16
DIRECTOR PUBLIC SAFETY	5	76,196.40	77,720.33	79,274.73
		-	-	-
DISPATCHERS	1	43,586.63	44,458.36	45,347.53
DISPATCHERS	2	44,240.54	45,125.36	46,027.86
DISPATCHERS	3	44,904.28	45,802.37	46,718.42
DISPATCHERS	4	45,577.85	46,489.40	47,419.19
DISPATCHERS	5	46,261.54	47,186.77	48,130.51
		-	-	-
EXECUTIVE SECRETARY	1	46,828.88	47,765.46	48,720.77
EXECUTIVE SECRETARY	2	47,531.30	48,481.93	49,451.57
EXECUTIVE SECRETARY	3	48,244.16	49,209.04	50,193.22

RKC
cc
MFS

CLASSIFICATION	STEP	7/1/2019 (2%)	7/1/2020 (2%)	7/1/2021 (2%)
EXECUTIVE SECRETARY	4	48,968.07	49,947.43	50,946.38
EXECUTIVE SECRETARY	5	49,702.73	50,696.78	51,710.72
		-	-	-
FEDERAL PROGRAM COORDINATOR	1	49,749.08	50,744.07	51,758.95
FEDERAL PROGRAM COORDINATOR	2	50,495.41	51,505.31	52,535.42
FEDERAL PROGRAM COORDINATOR	3	51,252.78	52,277.84	53,323.39
FEDERAL PROGRAM COORDINATOR	4	52,021.82	53,062.26	54,123.50
FEDERAL PROGRAM COORDINATOR	5	52,801.91	53,857.95	54,935.11
		-	-	-
FITNESS INSTRUCTOR	1	26,996.23	27,536.16	28,086.88
FITNESS INSTRUCTOR	2	27,382.14	27,929.78	28,488.37
FITNESS INSTRUCTOR	3	27,769.57	28,324.96	28,891.46
FITNESS INSTRUCTOR	4	28,182.18	28,745.83	29,320.74
FITNESS INSTRUCTOR	5	28,595.10	29,167.00	29,750.34
		-	-	-
GIS COORDINATOR	1	45,743.93	46,658.81	47,591.99
GIS COORDINATOR	2	45,743.93	46,658.81	47,591.99
GIS COORDINATOR	3	45,743.93	46,658.81	47,591.99
GIS COORDINATOR	4	45,743.93	46,658.81	47,591.99
GIS COORDINATOR	5	45,743.93	46,658.81	47,591.99
		-	-	-
IT ASSISTANT DIRECTOR	1	50,406.38	51,414.50	52,442.79
IT ASSISTANT DIRECTOR	2	51,162.83	52,186.09	53,229.81
IT ASSISTANT DIRECTOR	3	51,930.33	52,968.94	54,028.32
IT ASSISTANT DIRECTOR	4	52,708.59	53,762.76	54,838.01
IT ASSISTANT DIRECTOR	5	53,499.12	54,569.10	55,660.48
		-	-	-
IT TECHNICIAN	1	49,592.51	50,584.36	51,596.05
IT TECHNICIAN	2	49,592.51	50,584.36	51,596.05
IT TECHNICIAN	3	49,592.51	50,584.36	51,596.05
IT TECHNICIAN	4	49,592.51	50,584.36	51,596.05
IT TECHNICIAN	5	49,592.51	50,584.36	51,596.05
		-	-	-
JUNIOR STAFF ACCOUNTANT	1	43,322.61	44,189.06	45,072.84
JUNIOR STAFF ACCOUNTANT	2	43,971.92	44,851.36	45,748.38
JUNIOR STAFF ACCOUNTANT	3	44,632.28	45,524.93	46,435.42
JUNIOR STAFF ACCOUNTANT	4	45,301.24	46,207.26	47,131.41
JUNIOR STAFF ACCOUNTANT	5	45,980.94	46,900.56	47,838.57
		-	-	-
LEAD MECHANIC	1	56,738.02	57,872.78	59,030.24
LEAD MECHANIC	2	57,589.09	58,740.87	59,915.69
LEAD MECHANIC	3	58,452.93	59,621.98	60,814.42
LEAD MECHANIC	4	59,329.71	60,516.31	61,726.63
LEAD MECHANIC	5	60,219.70	61,424.09	62,652.58
		-	-	-
MAINTENANCE CUSTODIAN	1	39,873.13	40,670.59	41,484.01
MAINTENANCE CUSTODIAN	2	40,471.17	41,280.60	42,106.21
MAINTENANCE CUSTODIAN	3	41,078.12	41,899.68	42,737.67
MAINTENANCE CUSTODIAN	4	41,694.27	42,528.15	43,378.72
MAINTENANCE CUSTODIAN	5	42,319.63	43,166.03	44,029.35
		-	-	-
MECHANIC	1	48,852.95	49,830.00	50,826.60
MECHANIC	2	49,586.07	50,577.79	51,589.34
MECHANIC	3	50,329.32	51,335.90	52,362.62

RRC
CC
MF 5

CLASSIFICATION	STEP	7/1/2019 (2%)	7/1/2020 (2%)	7/1/2021 (2%)
MECHANIC	4	51,084.85	52,106.55	53,148.68
MECHANIC	5	51,851.13	52,888.15	53,945.91
		-	-	-
MINIMUM HOUSE INSPECTOR	1	56,478.88	57,608.46	58,760.63
MINIMUM HOUSE INSPECTOR	2	57,325.90	58,472.42	59,641.86
MINIMUM HOUSE INSPECTOR	3	58,185.81	59,349.53	60,536.52
MINIMUM HOUSE INSPECTOR	4	59,058.62	60,239.79	61,444.59
MINIMUM HOUSE INSPECTOR	5	59,944.63	61,143.52	62,366.39
		-	-	-
MINIMUM HOUSING INSPECTOR 2	1	49,972.27	50,971.72	51,991.15
MINIMUM HOUSING INSPECTOR 2	2	50,715.53	51,729.84	52,764.43
MINIMUM HOUSING INSPECTOR 2	3	51,482.73	52,512.38	53,562.63
MINIMUM HOUSING INSPECTOR 2	4	52,254.84	53,299.93	54,365.93
MINIMUM HOUSING INSPECTOR 2	5	53,038.92	54,099.70	55,181.69
		-	-	-
PAYROLL MANAGER	1	45,621.44	46,533.87	47,464.55
PAYROLL MANAGER	2	46,306.06	47,232.18	48,176.82
PAYROLL MANAGER	3	47,000.49	47,940.50	48,899.31
PAYROLL MANAGER	4	47,705.68	48,659.79	49,632.99
PAYROLL MANAGER	5	48,421.30	49,389.73	50,377.52
		-	-	-
PERSONNEL CLERK	1	35,729.52	36,444.11	37,173.00
PERSONNEL CLERK	2	36,265.24	36,990.55	37,730.36
PERSONNEL CLERK	3	36,809.25	37,545.44	38,296.34
PERSONNEL CLERK	4	37,360.93	38,108.15	38,870.32
PERSONNEL CLERK	5	37,921.83	38,680.26	39,453.87
		-	-	-
POLICE SECRETARY	1	36,496.72	37,226.66	37,971.19
POLICE SECRETARY	2	37,044.41	37,785.30	38,541.01
POLICE SECRETARY	3	37,599.78	38,351.78	39,118.81
POLICE SECRETARY	4	38,164.36	38,927.65	39,706.20
POLICE SECRETARY	5	38,736.61	39,511.34	40,301.57
		-	-	-
PURCHASING AGENT	1	61,827.47	63,064.02	64,325.30
PURCHASING AGENT	2	62,754.62	64,009.71	65,289.90
PURCHASING AGENT	3	63,695.89	64,969.80	66,269.20
PURCHASING AGENT	4	64,651.28	65,944.30	67,263.19
PURCHASING AGENT	5	65,621.40	66,933.83	68,272.51
		-	-	-
RECORDS MANAGER	1	42,039.03	42,879.81	43,737.41
RECORDS MANAGER	2	42,669.92	43,523.32	44,393.79
RECORDS MANAGER	3	43,310.02	44,176.22	45,059.75
RECORDS MANAGER	4	43,959.94	44,839.14	45,735.93
RECORDS MANAGER	5	44,619.08	45,511.46	46,421.69
		-	-	-
SENIOR ANIMAL CONTROL OFFICER	1	40,268.24	41,073.61	41,895.08
SENIOR ANIMAL CONTROL OFFICER	2	40,872.12	41,689.56	42,523.35
SENIOR ANIMAL CONTROL OFFICER	3	41,485.81	42,315.53	43,161.84
SENIOR ANIMAL CONTROL OFFICER	4	42,107.80	42,949.96	43,808.96
SENIOR ANIMAL CONTROL OFFICER	5	42,739.61	43,594.40	44,466.29
		-	-	-
SENIOR CLERK	1	34,362.14	35,049.38	35,750.37
SENIOR CLERK	2	34,877.59	35,575.15	36,286.65
SENIOR CLERK	3	35,399.50	36,107.49	36,829.64

RRG
CC
MFS

CLASSIFICATION	STEP	7/1/2019 (2%)	7/1/2020 (2%)	7/1/2021 (2%)
SENIOR CLERK	4	35,931.53	36,650.16	37,383.17
SENIOR CLERK	5	36,470.63	37,200.04	37,944.04
		-	-	-
SUPERVISING RECORDS CLERK	1	41,266.92	42,092.26	42,934.11
SUPERVISING RECORDS CLERK	2	41,885.84	42,723.56	43,578.03
SUPERVISING RECORDS CLERK	3	42,513.96	43,364.24	44,231.53
SUPERVISING RECORDS CLERK	4	43,151.92	44,014.95	44,895.25
SUPERVISING RECORDS CLERK	5	43,799.38	44,675.37	45,568.88
		-	-	-
SUPERVISING CUSTOMER SERVICE CLERK	1	41,266.92	42,092.26	42,934.11
SUPERVISING CUSTOMER SERVICE CLERK	2	41,885.84	42,723.56	43,578.03
SUPERVISING CUSTOMER SERVICE CLERK	3	42,513.96	43,364.24	44,231.53
SUPERVISING CUSTOMER SERVICE CLERK	4	43,151.92	44,014.95	44,895.25
SUPERVISING CUSTOMER SERVICE CLERK	5	43,799.38	44,675.37	45,568.88
		-	-	-
SYSTEM ADMINISTRATOR	1	70,846.58	72,263.51	73,708.78
SYSTEM ADMINISTRATOR	2	70,846.58	72,263.51	73,708.78
SYSTEM ADMINISTRATOR	3	70,846.58	72,263.51	73,708.78
SYSTEM ADMINISTRATOR	4	70,846.58	72,263.51	73,708.78
SYSTEM ADMINISTRATOR	5	70,846.58	72,263.51	73,708.78

DOC NO 00004248
BOOK 3347 Pg: 285

DOC NO 00004248
BOOK 3347 Pg= 286

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 Out-of-Network providers **$100** for an individual plan / **$300** 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 some services with a fixed dollar copay and prescription drugs.	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 **$5850** for an individual plan / **$11700** 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.

DOC NO 00004248 BOOK 3347 Pg= 287

- 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	$15 copay per visit	$15 copay plus 20% coinsurance per visit	None
	Specialist visit	$20 copay per visit	$20 copay plus 20% coinsurance per visit	Chiropractic Services are limited to 12 visit(s) per year
	Preventive care/ screening/immunization	No Charge	$20 copay plus 20% coinsurance	Member liability for Out-of-Network is based on services received; You may have to pay for services that aren't preventive. Ask your provider if the services you need 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	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.BCBSRI.com.	Tier 1 generally low cost generic drugs	20% coinsurance (retail & mail order)	Not Covered	Mandated Rx only; Infused Drugs No Charge for treatment only at the pharmacy
	Tier 2 generally high cost generic and preferred brand name drugs	20% coinsurance (retail & mail order)	Not Covered	
	Tier 3 non-preferred brand name drugs	20% coinsurance (retail & mail order)	Not Covered	
	Tier 4 specialty prescription drugs	20% coinsurance (retail & specialty pharmacy)	Not Covered	

DOC NO 00004248
BOOK 3347 Pg= 288

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 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.
	Physician/surgeon fees	No Charge	20% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
If you need immediate medical attention	Emergency room care	$100 copay per visit	$100 copay; deductible does not apply per visit	Emergency room: Copay waived if admitted; Urgent care: Applies to the visit only. If additional services are provided additional out of pockets costs would apply based on services received.
	Emergency medical transportation	$50 copay per trip	$50 copay; deductible does not apply per trip	
	Urgent care	$50 copay per urgent care center visit	$50 copay plus 20% coinsurance per urgent care center visit	
If you have a hospital stay	Facility fee (e.g., hospital room)	No Charge	20% coinsurance	45 day limit at an inpatient rehabilitation facility; Preauthorization is recommended. Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
	Physician/surgeon fee	No Charge	20% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	$15 copay/office visit No Charge for outpatient services	$15 copay plus 20% coinsurance/office visit 20% coinsurance for outpatient services	Preauthorization is recommended for certain services
	Inpatient services	No Charge	20% coinsurance	

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 are pregnant	Office visits	$20 copay per visit	$20 copay plus 20% coinsurance per visit	Depending on the type of services, coinsurance 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	Private Duty Nursing: 20% Coinsurance
	Rehabilitation services	20% coinsurance	20% coinsurance	Includes Physical, Occupational and Speech Therapy; No Charge for services to treat autism spectrum disorder. Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
	Habilitation services	20% coinsurance	20% coinsurance	
	Skilled nursing care	No Charge	20% coinsurance	Custodial care is not covered; Preauthorization is recommended
	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.
	Hospice service	No Charge	20% coinsurance	None
If your child needs dental or eye care	Children's eye exam	$20 copay per visit	$20 copay plus 20% coinsurance per visit	Limited to one routine eye exam per year.
	Children's glasses	100% of provider charge	100% of provider charge	Limited to $50 per member age 0 - 18 per occurrence/$50 per member age 19 and over per year for prescription glasses (frames and/or lenses) or contact lenses.
	Children's dental check-up	Not Covered	Not Covered	None

DOC NO 00004248 BOOK 3347 Pg= 289

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
- Cosmetic surgery
- Dental care (Adult)
- Dental check-up, child
- Long-term care
- Routine foot care unless to treat a systemic condition
- Weight loss programs

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Bariatric Surgery
- Chiropractic care
- Hearing aids
- Infertility treatment
- Most coverage provided outside the United States. Contact Customer Service for more information.
- Private-duty nursing
- Routine eye care (Adult)

DOC NO 00004248
BOOK 3347 Pg= 290

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 HealthInsInquiry@ohic.ri.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.cciio.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 HealthInsInquiry@ohic.ri.gov.

Does this plan provide Minimum Essential Coverage? Yes.
If you don't have Minimum Essential Coverage for a month, you'll have to make a payment when you file your tax return unless you qualify for an exemption from the requirement that you have health coverage for that month.

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.

Dinek'ehgo shika at'ohwol ninisingo, kwiijigo holne' 1-800-639-2227.

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

RKC
MHS

DOC NO 00004248
BOOK 3347 Pg: 291

DOC NO 00004248
BOOK 3347 Pg= 292

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)

The plan's overall deductible	$0
Specialist copayment	$20
Hospital (facility) coinsurance	No Charge
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)*

Total Example Cost	**$12,800**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$0
Copayments	$20
Coinsurance	$0
What isn't covered	
Limits or exclusions	$100
The total Peg would pay is	**$120**

Managing Joe's type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	$0
Specialist copayment	$20
Hospital (facility) coinsurance	No Charge
Other coinsurance	20%

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)*

Total Example Cost	**$7,400**

In this example, Joe would pay:

Cost Sharing	
Deductibles	$0
Copayments	$100
Coinsurance	$200
What isn't covered	
Limits or exclusions	$4,800
The total Joe would pay is	**$5,100**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	$0
Specialist copayment	$20
Hospital (facility) coinsurance	No Charge
Other coinsurance	20%

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	**$1,900**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$0
Copayments	$200
Coinsurance	$80
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$280**

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

4-Tier Plan

Blue Cross Blue Shield of Rhode Island

The BCBSRI formulary (drug list) covers a wide range of commonly prescribed medications. The chart below shows how the drugs are divided into four "tiers".

Your Prescription Drug Coverage

You can find the BCBSRI formulary by signing on to your BCBSRI.com member home page and following these steps:

1. Scroll down and click on "**Go to My Pharmacy Benefits Manager**"
2. Click "**Forms**" on the main bar at the top of the screen
3. Click on "**Plan Documents**" from the drop down menu
4. Scroll down to "Large Group 4 Tier Formulary" and click on "**Download PDF**"

What's Covered	What You Pay	
Service	**Copayment per 30-day supply**	**Mail order 90-day supply**
Tier 1 ▪ Low-cost generics	$5	$10
Tier 2 ▪ Higher-cost generics ▪ Preferred brand name drugs	$15	$30
Tier 3 ▪ Highest cost generics ▪ Non-preferred brand name drugs	$30	$60
Tier 4 ▪ Specialty drugs	$30	Not Covered

DOC NO 00004248
BOOK 3347 Pg: 293

**Member co-pay cost is capped at $1,300 per individual, $2,600 family contract per year.*

This is a summary of your pharmacy benefits. It is not a contract. For details about your coverage, including any limitations or exclusions not noted here, please refer to your subscriber agreement or call the number located on the back of your BCBSRI ID card. If you have questions about receiving medical care, please call your doctor.

Blue Cross Blue Shield of Rhode Island
www.bcbsri.com
500 Exchange Street • Providence, RI 02903-2699

Blue Cross & Blue Shield of Rhode Island is an independent licensee of the Blue Cross and Blue Shield Association.

RRL (OC) MFS

DELTA DENTAL

Understanding Your Plan

Your Benefit Summary

MUNICIPAL (ACTIVE)

Group Number: 1429-0011

Delta Dental Premier®

Effective: 07/01/2019 - 06/30/2020

This is a summary of benefits. The information shown here is not a guarantee of payment. Refer to the Certificate of Coverage for the full plan terms. The Certificate includes any limitations or exclusions not seen here. For a complete listing of frequencies and limitations go to **www.deltadentalri.com/content/exclusionsandlimitations**. To be covered, services must be dentally necessary and appropriate as per our review guidelines.

Icons

- (P) Pre-treatment Estimate Recommended
- (A) Prior Authorization Required
- (D) Deductible Applies

Provisions

Annual Maximum: $1,500

Elective Orthodontic Lifetime Maximum: $1,200

Periodontal Maximum: $400

Maximum Lifetime Cap: Unlimited

Individual Deductible: $0

Family Deductible: $0

Dependent Coverage - Dependent children are covered under these benefits up until the end of the year that they turn 19. Dependent children who are students over age 19 are covered as long as they stay in school or up until the end of the year that they turn age 23.

Procedure	Covered At	Frequency / Limitations
DIAGNOSTIC		
Oral exam	100%	Once per calendar year performed by a general dentist
Bitewing x-rays	100%	One set per calendar year
Complete x-ray series or panoramic film	100%	Once every 36 months. A panoramic film is a benefit for individuals ages 6 and older.
Single x-rays	100%	As required
PREVENTIVE		
Cleaning	100%	Twice per calendar year
Fluoride treatment	100%	For children under age 19 once per calendar year
Space maintainers	100%	Once every 60 months for lost deciduous (baby) teeth
RESTORATIVE		
Amalgam (silver) fillings	100%	Composite (white) fillings on front teeth only. For composite fillings on back teeth, the plan pays up to what would have been paid for an amalgam filling. Patient is responsible for the balance up to the dentist's charge.
(P) Crowns over natural teeth, build ups, posts and cores	100%	Replacement limited to once every 60 months
Recementing crowns or bridges	100%	Once every 60 months
ENDODONTICS		
Root canal therapy on permanent teeth	100%	One procedure per tooth per lifetime.

Continued on back

DOC NO 00004248
BOOK 3347 Pg: 294

RRG
MFE

Icons

- (P) Pre-treatment Estimate Recommended
- (A) Prior Authorization Required
- (D) Deductible Applies

Beyond Benefits

When you visit us at deltadentalri.com, you can access a wealth of important dental health information and manage your plan by:

- -Checking your benefits and claims
- -Reviewing your deductibles and maximums
- -Using our Find A Dentist tool to find a dentist in your area

Out-of-Network Coverage

You have the freedom to choose any dentist, but it is important to know that your out-of-pocket costs may be higher when you visit a dentist who does not participate in our network. Non-participating dentists have not agreed to accept the Delta Dental allowance as payment in full, so services from an out-of-network dentist may cost you more. You may also have to pay the dentist at the time of service and file a claim yourself. In Rhode Island, nine out of 10 dentists participate with us. To find a participating dentist near you, use our Find A Dentist tool at www.deltadentalri.com.

Procedure	Covered At	Frequency / Limitations
PERIODONTICS		
(P) Root planing and scaling	50%	Once per quadrant every 24 months
(P) Osseous (bone) surgery	50%	Once per quadrant every 36 months (bone grafts are not covered)
(P) Gingivectomies	50%	Once per site every 36 months
(P) Soft tissue grafts	50%	Once per site every 60 months
(P) Crown lengthening	50%	Once per site every 60 months
Periodontal maintenance following active therapy	50%	Two per year
PROSTHODONTICS		
(P) Bridges and crowns over implants	50%	Replacement limited to once every 60 months
(P) Partial and complete dentures	50%	Replacement limited to once every 60 months
Repairs to existing partial or complete dentures	100%	Once per calendar year
Rebasing or relining of partial or complete dentures	100%	Once every 60 months
EXTRACTIONS AND ORAL SURGERY		
Extractions and other routine oral surgery when not covered by a patient's medical plan	100%	
ORTHODONTICS		
(P) Elective braces and related services	50%	For dependent children under the age of 19. Subject to a lifetime maximum. No pre-approval required.
OTHER SERVICES		
Palliative treatment (minor procedures necessary to relieve acute pain)	100%	Twice per calendar year
General anesthesia or intravenous (I.V.) sedation for certain complex surgical procedures	100%	

Note: ***This plan does not include a missing tooth clause. In addition, if covered, crowns, bridges, partials and complete dentures are paid when the permanent structure is inserted (seated) by the dentist.*** Member coverage must be active on the date that the permanent structure is inserted and payment is based on benefits available on that day — for example, if the member's annual maximum has been paid prior to the insertion of the permanent structure, the service will not be paid.

* Time limits on services (e.g. 6, 12, 24, 36, or 60 months) are figured to the exact day. Services are then covered the following day. For example, when a service is covered once every 12 months, if the service was done on July 1, it will not be covered again until the following year on July 2 or after.

DOC NO 00004248
BOOK 3347 Pg: 295

RKB MFS

DOC NO 00004248
BOOK 3347 Pg: 296

HEALTH CARE PROVIDER CERTIFICATE

I, _____, *(Name of Health Care Provider)*, a health care provider duly licensed as a _____ *(Health Care Provider Licensure)* to practice in the State of _____, *(State Where Licensed)* do hereby certify to a reasonable degree of medical probability that:

1. *(Check one or both)* I _____ examined _____ treated *(Name of Patient/Town of North Providence Employee)*_____on *(Date/Dates of Examination/Treatment)*_____.

2. *(Check all that apply)* The _____illness _____injury _____condition_____ symptoms which I *(Check one or both)* _____ diagnosed _____ treated did functionally impair *(Name of Patient/Town of North Providence Employee)*_____ from performing his/her regular duties and responsibilities as a *(Job Title or Position)* _____ for the Town of North Providence from *(Initial Date of Impairment)*_____ and continuing through *(Ending Date of Impairment)*_____.

3. I further certify and confirm that I have been provided with sufficient information, including a description of the regular tasks, duties, responsibilities and work schedule of *(Name of Patient/Town of North Providence Employee):*_____.

4. *(Name of Patient/Town of North Providence Employee):*

_____ is fit for full and unrestricted duty unless specifically noted below *(Carefully List Any and All Restrictions, Impairments or Other Limitations).*

_____

_____

_____

RRC
cc
MFS

DOC NO 00004248
BOOK 3347 Pg: 297

Name of Health Care Provider: _____

(Print Full Name)

Address of Health Care Provider:

Signature of Health Care Provider: _____

(Sign Here)

Date of Signature: _____

RECEIVED FOR RECORD
NORTH PROVIDENCE, RI
Aug 16,2019 11:28A
MaryAnn DeAngelus
Town Clerk

RRG
MFS