

Anomalies Found in Firefighter CBA Bargaining and Hiring Process

A number of questions have arisen about the 2016-2019 collective bargaining agreement ("CBA") negotiated between the Town and the firefighters union, Local 3328. That contract resulted in significant cost increases to the Town over the prior contracts. During a recent review of the history of negotiations between the parties, the Town discovered a number of anomalies, misrepresentations, and inaccurate information concerning the proposed changes from the 2013-2016 CBA to the 2016-2019 CBA.

The 2014-2016 Hiring Eligibility List.

In January of 2014, the Town started a hiring process to establish a list of potential firefighter candidates. A total of 48 people were selected and placed on a hiring eligibility list. The Town hired only three people off this list.

On June 23, 2014, the Town and the Union executed a Memorandum of Agreement ("MOA") where the Town agreed *not* to fill two (2) firefighter positions for a 2-year period. Any agreement to keep *open* positions within the Fire Department necessarily creates overtime - which creates increased costs to the Town. This decision was never ratified by the Town Council and the Council was unaware of the existence of the MOA.

Lateral Hires Get 50%+ Pay Increase over Prior CBA.

While the 2014 hiring eligibility list was still active, the Town started a lateral hiring process. This began in December 2015 and applications were taken in early 2016, again, while there was an existing hiring eligibility list. On July 1, 2016, the Town and the Union signed a new collective bargaining agreement. That agreement contained significant raises.

	FY2016	FY2017	Percent Change
Captain	31.26	31.89	2.0%
Lieutenant	28.42	28.99	2.0%
Less Than One Year	17.46	21.01	20.3%
One Year	20.6	24.43	18.6%
Two Year	23.95	26.29	9.8%
Three Year	23.95	26.29	9.8%
Four years	25.77	26.29	2.0%

The hiring eligibility list was not extended and was allowed to expire on July 31, 2016. On August 11, 2016, the Town and the Union executed a MOA that allowed the new lateral hires to start at step 2 pay scale and cut the training time in half. This decision was never ratified by the Town Council and the Council was unaware of the existence of the MOA.

In the lateral hiring process, the Town hired a total of six (6) new firefighters. Those lateral transfers are required to serve a 12-month probationary period, after which, their hourly pay increases, representing a 9.8% increase over the step 3 pay scale from the prior CBA.

Raises. Overtime Projections Wrong.

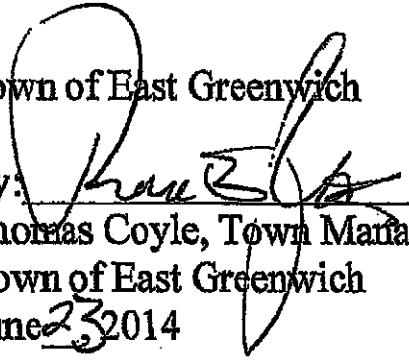
The Council was told that the new CBA contained a 2% raise each year of the 3-year agreement. This was not true. The Council was told that the elimination of floater positions would increase overtime by \$30,000. This was not true. The Town Council was not informed of the existence of the 2014-2016 hiring eligibility list, nor that it could have been extended beyond July 31, 2016.

MEMORANDUM OF AGREEMENT

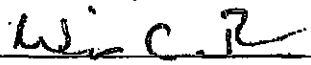
It is hereby agreed between the East Greenwich Firefighters Association Local 3328 (EGFFA) and the Town of East Greenwich (Town) that both parties mutually agree to the following change in the current Collective Bargaining Agreement.

1. Effective July 1, 2014 to June 30, 2016 both parties mutually agree to not fill (2) two vacant firefighter positions for these budget years. Both parties agree to leave these positions vacant for (2) two years. This MOA may be extended after June 30, 2016 if both parties mutually agree.

Town of East Greenwich

By: 
Thomas Coyle, Town Manager
Town of East Greenwich
June 23 2014

East Greenwich Firefighters

By: 
William Perry, President
EGFFA Local 3328
June 23, 2014

MEMORANDUM OF UNDERSTANDING

It is hereby agreed between The East Greenwich Firefighters Association IAFF Local 3328 (Union) and The Town of East Greenwich (Town) that the following change will be made to the Current Collective Bargaining Agreement (July 1, 2016-June 30, 2019).

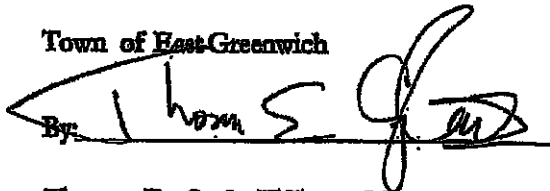
WHEREAS, the parties have mutually agreed to reduce the training period for Lateral Transfers from twelve (12) weeks to six (6) weeks. The parties agree that all Lateral Transfers who have been hired by the Town of East Greenwich Fire Department will serve a six (6) week training period.

Compensation. The parties hereto have mutually agreed that all Lateral Transfers will be paid at the rate of Second year of employment (Section 26 Wages, 26-1b.) and will receive that pay grade starting on day one as a Trainee through their probationary year. After the completion of their probationary year they will be compensated as a top step private (Section 26 Wages, 26-1c.).

This MOU will only pertain to a Lateral Transfer.

Adopted this 11th day of August, 2016.

Town of East Greenwich

By: 

Thomas E. Coyle, III, Town Manager

Town of East Greenwich

August 10th, 2016

East Greenwich Firefighters

By: 

William Perry, President

EGFFA Local 3328, IAFF, AFL-CIO

August 11, 2016

Exhibit 6

EAST GREENWICH FIRE DEPARTMENT YEAR TO DATE OVERTIME COSTS

ORG	OBJECT	DESCRIPTION	YEAR	PER	JOURNAL	EFF DATE	SRC	T	REF1	REF3	REFERENCE	AMOUNT	P
'01491011	'00008	'OVERTIME	2018 '05	' 2	'11/02/2017	PRJ	1	'201818	'0201818		'TPAYROLL	15,931.40	Y
'01491011	'00008	'OVERTIME	2018 '04	' 237	'10/26/2017	PRJ	1	'201817	'0201817		'TPAYROLL	7,310.69	Y
'01491011	'00008	'OVERTIME	2018 '04	' 189	'10/19/2017	PRJ	1	'101917	'6101917		'TMPAYROLL	402.30	Y
'01491011	'00008	'OVERTIME	2018 '04	' 148	'10/19/2017	PRJ	1	'201816	'0201816		'SPAYROLL	9,626.85	Y
'01491011	'00008	'OVERTIME	2018 '04	' 77	'10/12/2017	PRJ	1	'201815	'0201815		'TPAYROLL	16,000.89	Y
'01491011	'00008	'OVERTIME	2018 '04	' 22	'10/05/2017	PRJ	1	'201814	'0201814		'TPAYROLL	14,010.05	Y
'01491011	'00008	'OVERTIME	2018 '03	' 322	'09/28/2017	PRJ	1	'092817	'0201813		'PAYROLL	13,629.41	Y
'01491011	'00008	'OVERTIME	2018 '03	' 218	'09/21/2017	PRJ	1	'201812	'0201812		'TPAYROLL	13,009.00	Y
'01491011	'00008	'OVERTIME	2018 '03	' 167	'09/14/2017	PRJ	1	'TM0914	'6TM0914		'TMPAYROLL	688.62	Y
'01491011	'00008	'OVERTIME	2018 '03	' 104	'09/14/2017	PRJ	1	'201811	'0201811		'TPAYROLL	14,644.18	Y
'01491011	'00008	'OVERTIME	2018 '03	' 28	'09/07/2017	PRJ	1	'201810	'0201810		'TPAYROLL	11,522.46	Y
'01491011	'00008	'OVERTIME	2018 '02	' 260	'08/31/2017	PRJ	1	'201808	'0201808		'TPAYROLL	15,195.15	Y
'01491011	'00008	'OVERTIME	2018 '02	' 168	'08/24/2017	PRJ	1	'201809	'0201809		'TPAYROLL	18,219.52	Y
'01491011	'00008	'OVERTIME	2018 '02	' 112	'08/17/2017	PRJ	1	'201807	'0201807		'TPAYROLL	18,472.82	Y
'01491011	'00008	'OVERTIME	2018 '02	' 63	'08/10/2017	PRJ	1	'201806	'0201806		'TPAYROLL	16,352.47	Y
'01491011	'00008	'OVERTIME	2018 '02	' 2	'08/03/2017	PRJ	1	'201805	'0201805		'TPAYROLL	15,168.16	Y
'01491011	'00008	'OVERTIME	2018 '01	' 160	'07/27/2017	PRJ	1	'201804	'0201804		'TPAYROLL	13,674.87	Y
'01491011	'00008	'OVERTIME	2018 '01	' 120	'07/20/2017	PRJ	1	'072017	'0201803		'PAYROLL	10,615.67	Y
'01491011	'00008	'OVERTIME	2018 '01	' 47	'07/13/2017	PRJ	1	'201802	'0201802		'TPAYROLL	17,052.98	Y
17 weeks total												241,527.49	

Weekly Average 14,207.50

Average times 52 weeks 738,789.97