

Exhibit 3

## EAST GREENWICH FIRE DEPARTMENT

284 MAIN STREET, EAST GREENWICH, RHODE ISLAND 02818

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**Mr. Manager and Town Councilors the following bullet points review the changes in the proposed Firefighters contract: 2016-2019**

- The agreement is for 3 Fiscal Years
- Adds a new definition of "Work Week" (no cost or substantial change)
- Increases the "Collateral Supervisor" rate of pay from \$26 per hour to \$28 per hour: (The savings is realized in the fact that we aren't paying Overtime when Collateral Duties are done. These duties include the Training Division, Safety Officer, EMS Officer, etc.)
- The Floater position will be phased out over the three years of the contract. (No additional cost for salaries or benefits we will not be hiring any additional employees) OT cost \$30,000
- In the promotion process some language was clarified:
  - a. as to the texts used for the tests themselves
  - b. Additional points to be awarded to those members who have either an Associates or Bachelor's Degree in Fire Science. I believe this will encourage more members to attend college and increase their level of knowledge
  - c. Removed the cap and added .5 points per year for Seniority Points awarded during the promotional testing
  - d. Increased the length of service required before Lieutenant would be eligible for the Captains promotional exam
- New ability for the Fire Chief to give up to 30 points based a member's work ethic, job performance and demonstrated leadership ability
- Fire Marshal given the same vacation time as 4 platoon system (no cost as we do not back fill his position when on vacation)
- Decreased the amount of vacation time that can be carried over from 2 years to 1 year. (savings realized at time of retirement)
- Decreased the amount of sick time the town buys back annually. (Estimated savings \$15,000)
- Removed language regarding use of personnel leave for the 4<sup>th</sup> of July holiday

- Increased the number of Executive Board members who may attend Union function from 2 to 3, but changed language to read ONLY Executive Board members (really no cost because there are not more than 2 assigned per shift right now)
- Reduced the time which a member may be out on injury before we could require an Independent Medical Examination (IME) from 6 months to 60 days as well as reducing the total time for recovery from 24 months to 18 months. (These changes will significantly improve the Town's ability to closely monitor those firefighters on Injured-On-Duty status. Our firefighters collect TDI while out injured and the old CBA had a 6 month time period before we could send them to an Independent Medical Exam (IME) which is coincidentally the exact time TDI expires.)
- 2% annual raise (FY 17 cost \$71,681)
- Pay employees working a holiday time and a half when on duty, (This creates parity with all other town employees who are required to work a holiday: Cost is approximately \$55,000 annually)
- Removed language for Longevity step (no longer necessary)
- Amended Pension language to reflect State Law (benefit to the Town in reducing future potential litigation)
- Amended Healthcare language to reflect changes from last CBA. All employees are in HDHP HSA from BCBSRI: same as all other Town Employees
- Changed life insurance coverage from 2 plans, 1 through the Town and the other through the Firefighters Union into a single plan. (Savings for the town of approximately \$12,500)
- Amended retiree healthcare language to a much more favorable statement regarding retiree healthcare coverage. (We are in litigation regarding this exact subject and this language solidifies the Town's position in the future.)
- Increase in clothing allowance to match Police and Non-police clothing allowance. (This is being phased in over the three year life of the CBA \$4,400 FY17)
- Increased education reimbursement from \$500 per FY to \$1,500 per FY per member, with a line item cap of \$20,000 per FY: this is due to the increase in credit hour costs at local Colleges and Universities (Cost \$8,000)
- Private detail language amended to reflect Town Details vs Private Details (no cost change to the budget)
- Amended language regarding the Chief Clerk and the duties assigned to the position (no cost)
- Collateral Dispatch rate of pay was adjusted over the first two years of the CBA to bring it more in line with what the civilian dispatchers at the PD are being paid. In year one, the raise is \$2.50 per hour and in year two the raise

is also \$2.50 per hour and moving forward the Collateral Dispatcher will be given the same percentage raise as negotiated in the CBA. (While the cost of Collateral Dispatch is increasing (\$23,640 FY 17) I would stress the overall savings on this. If the Town were to hire civilian dispatchers it would cost approximately 3 times the current cost for dispatch.(from \$169,240 in FY 17 to approximately \$425,000) The Firefighters have saved the Town approximately \$250,000 annually over the past 3 years in salaries and benefits by assuming these duties and we can assume the same savings over the next 3 years as well. The savings by having the Union maintain Collateral Dispatch more than pay for all these changes in their contract alone!)

**Net Estimated Contractual Impact: \$165,221**