

DIV 1-42

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN
THE

NARRAGANSETT BAY COMMISSION

AND

**RHODE ISLAND LABORERS'
DISTRICT COUNCIL**

ON BEHALF OF

**PUBLIC SERVICE EMPLOYEES'
LOCAL UNION 1033**

OF THE

**LABORERS' INTERNATIONAL UNION OF NORTH AMERICA
AFL-CIO**

FOR THE TERM
JULY 1, 2022 THROUGH JUNE 30, 2025

MPS
VM
VJM
RRC

SCHEDULE EFFECTIVE JULY 2021 - 2.0%

GRADE	STEP 1	2	3	4	5	6	7	8	9	10	11	12
1	17.05	17.49	17.88	18.32	18.74	19.16	19.54	19.97	20.39	20.81	21.25	21.70
2	18.56	19.03	19.46	19.92	20.38	20.83	21.29	21.74	22.20	22.65	23.09	23.55
3	20.21	20.71	21.19	21.70	22.17	22.67	23.17	23.66	24.15	24.66	25.14	25.64
4	22.02	22.56	23.08	23.61	24.15	24.70	25.22	25.77	26.31	26.85	27.38	27.93
5	23.96	24.56	25.13	25.73	26.31	26.90	27.46	28.04	28.65	29.21	29.81	30.43
6	25.64	26.37	27.09	27.80	28.54	29.27	29.99	30.74	31.45	32.17	32.92	33.65
7	27.92	28.69	29.51	30.27	31.06	31.86	32.65	33.44	34.24	35.04	35.83	36.61
8	30.39	31.23	32.11	32.97	33.83	34.69	35.55	36.41	37.27	38.13	39.00	39.91
9	33.07	34.01	34.97	35.89	36.82	37.75	38.70	39.63	40.58	41.50	42.45	43.41
10	36.01	37.04	38.05	39.07	40.09	41.12	42.12	43.16	44.18	45.17	46.23	47.29

SCHEDULE A

SCHEDULE EFFECTIVE JULY 2022 - 2.5%

GRADE	STEP 1	2	3	4	5	6	7	8	9	10	11	12
1	17.48	17.93	18.33	18.78	19.21	19.64	20.03	20.47	20.90	21.33	21.78	22.24
2	19.02	19.51	19.95	20.42	20.89	21.35	21.82	22.28	22.76	23.22	23.67	24.14
3	20.72	21.23	21.72	22.24	22.72	23.24	23.75	24.25	24.75	25.28	25.77	26.28
4	22.57	23.12	23.66	24.20	24.75	25.32	25.85	26.41	26.97	27.52	28.06	28.63
5	24.56	25.17	25.76	26.37	26.97	27.57	28.15	28.74	29.37	29.94	30.56	31.19
6	26.28	27.03	27.77	28.50	29.25	30.00	30.74	31.51	32.24	32.97	33.74	34.49
7	28.62	29.41	30.25	31.03	31.84	32.66	33.47	34.28	35.10	35.92	36.73	37.53
8	31.15	32.01	32.91	33.79	34.68	35.56	36.44	37.32	38.20	39.08	39.98	40.91
9	33.90	34.86	35.84	36.79	37.74	38.69	39.67	40.62	41.59	42.54	43.51	44.50
10	36.91	37.97	39.00	40.05	41.09	42.15	43.17	44.24	45.28	46.30	47.39	48.47

RRC
 VJH
 CAH
 [Signature]

SCHEDULE B

SCHEDULE EFFECTIVE JULY 2023 - 2.5%

GRADE	STEP 1	2	3	4	5	6	7	8	9	10	11	12
1	17.92	18.38	18.79	19.25	19.69	20.13	20.53	20.98	21.42	21.86	22.32	22.80
2	19.50	20.00	20.45	20.93	21.41	21.88	22.37	22.84	23.33	23.80	24.26	24.74
3	21.24	21.76	22.26	22.80	23.29	23.82	24.34	24.86	25.37	25.91	26.41	26.94
4	23.13	23.70	24.25	24.81	25.37	25.95	26.50	27.07	27.64	28.21	28.76	29.35
5	25.17	25.80	26.40	27.03	27.64	28.26	28.85	29.46	30.10	30.69	31.32	31.97
6	26.94	27.71	28.46	29.21	29.98	30.75	31.51	32.30	33.05	33.79	34.58	35.35
7	29.34	30.15	31.01	31.81	32.64	33.48	34.31	35.14	35.98	36.82	37.65	38.47
8	31.93	32.81	33.73	34.63	35.55	36.45	37.35	38.25	39.16	40.06	40.98	41.93
9	34.75	35.73	36.74	37.71	38.68	39.66	40.66	41.64	42.63	43.60	44.60	45.61
10	37.83	38.92	39.98	41.05	42.12	43.20	44.25	45.35	46.41	47.46	48.57	49.68

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 15M
 6/2/23
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SCHEDULE C

SCHEDULE EFFECTIVE JULY 2024 - 3.0%

GRADE	STEP 1	2	3	4	5	6	7	8	9	10	11	12
1	18.46	18.93	19.35	19.83	20.28	20.73	21.15	21.61	22.06	22.52	22.99	23.48
2	20.09	20.60	21.06	21.56	22.05	22.54	23.04	23.53	24.03	24.51	24.99	25.48
3	21.88	22.41	22.93	23.48	23.99	24.53	25.07	25.61	26.13	26.69	27.20	27.75
4	23.82	24.41	24.98	25.55	26.13	26.73	27.30	27.88	28.47	29.06	29.62	30.23
5	25.93	26.57	27.19	27.84	28.47	29.11	29.72	30.34	31.00	31.61	32.26	32.93
6	27.75	28.54	29.31	30.09	30.88	31.67	32.46	33.27	34.04	34.80	35.62	36.41
7	30.22	31.05	31.94	32.76	33.62	34.48	35.34	36.19	37.06	37.92	38.78	39.62
8	32.89	33.79	34.74	35.67	36.62	37.54	38.47	39.40	40.33	41.26	42.21	43.19
9	35.79	36.80	37.84	38.84	39.84	40.85	41.88	42.89	43.91	44.91	45.94	46.98
10	38.96	40.09	41.18	42.28	43.38	44.50	45.58	46.71	47.80	48.88	50.03	51.17

Handwritten signatures and initials in blue ink, including "MRF" and "JSM".

SCHEDULE D

DIV 1-42

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN
THE

NARRAGANSETT BAY COMMISSION

AND

**RHODE ISLAND COUNCIL 94
THE AMERICAN FEDERATION
OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES**

AFL-CIO

ON BEHALF OF

LOCAL 1010

AND

LOCAL 2884

FOR THE TERM
JULY 1, 2022 THROUGH JUNE 30, 2025

Car
AM
VJM
MT

SCHEDULE EFFECTIVE JULY 2021 - 2.0%

GRADE	STEP 1	2	3	4	5	6	7	8	9	10	11	12
1	17.05	17.49	17.88	18.32	18.74	19.16	19.54	19.97	20.39	20.81	21.25	21.70
2	18.56	19.03	19.46	19.92	20.38	20.83	21.29	21.74	22.20	22.65	23.09	23.55
3	20.21	20.71	21.19	21.70	22.17	22.67	23.17	23.66	24.15	24.66	25.14	25.64
4	22.02	22.56	23.08	23.61	24.15	24.70	25.22	25.77	26.31	26.85	27.38	27.93
5	23.96	24.56	25.13	25.73	26.31	26.90	27.46	28.04	28.65	29.21	29.81	30.43
6	25.64	26.37	27.09	27.80	28.54	29.27	29.99	30.74	31.45	32.17	32.92	33.65
7	27.92	28.69	29.51	30.27	31.06	31.86	32.65	33.44	34.24	35.04	35.83	36.61
8	30.39	31.23	32.11	32.97	33.83	34.69	35.55	36.41	37.27	38.13	39.00	39.91
9	33.07	34.01	34.97	35.89	36.82	37.75	38.70	39.63	40.58	41.50	42.45	43.41
10	36.01	37.04	38.05	39.07	40.09	41.12	42.12	43.16	44.18	45.17	46.23	47.29

SCHEDULE A

SCHEDULE EFFECTIVE JULY 2022 - 2.5%

GRADE	STEP 1	2	3	4	5	6	7	8	9	10	11	12
1	17.48	17.93	18.33	18.78	19.21	19.64	20.03	20.47	20.90	21.33	21.78	22.24
2	19.02	19.51	19.95	20.42	20.89	21.35	21.82	22.28	22.76	23.22	23.67	24.14
3	20.72	21.23	21.72	22.24	22.72	23.24	23.75	24.25	24.75	25.28	25.77	26.28
4	22.57	23.12	23.66	24.20	24.75	25.32	25.85	26.41	26.97	27.52	28.06	28.63
5	24.56	25.17	25.76	26.37	26.97	27.57	28.15	28.74	29.37	29.94	30.56	31.19
6	26.28	27.03	27.77	28.50	29.25	30.00	30.74	31.51	32.24	32.97	33.74	34.49
7	28.62	29.41	30.25	31.03	31.84	32.66	33.47	34.28	35.10	35.92	36.73	37.53
8	31.15	32.01	32.91	33.79	34.68	35.56	36.44	37.32	38.20	39.08	39.98	40.91
9	33.90	34.86	35.84	36.79	37.74	38.69	39.67	40.62	41.59	42.54	43.51	44.50
10	36.91	37.97	39.00	40.05	41.09	42.15	43.17	44.24	45.28	46.30	47.39	48.47

SCHEDULE B

PL
MT
ED
NSM
[Signature]

SCHEDULE EFFECTIVE JULY 2023 - 2.5%

GRADE	STEP 1	2	3	4	5	6	7	8	9	10	11	12
1	17.92	18.38	18.79	19.25	19.69	20.13	20.53	20.98	21.42	21.86	22.32	22.80
2	19.50	20.00	20.45	20.93	21.41	21.88	22.37	22.84	23.33	23.80	24.26	24.74
3	21.24	21.76	22.26	22.80	23.29	23.82	24.34	24.86	25.37	25.91	26.41	26.94
4	23.13	23.70	24.25	24.81	25.37	25.95	26.50	27.07	27.64	28.21	28.76	29.35
5	25.17	25.80	26.40	27.03	27.64	28.26	28.85	29.46	30.10	30.69	31.32	31.97
6	26.94	27.71	28.46	29.21	29.98	30.75	31.51	32.30	33.05	33.79	34.58	35.35
7	29.34	30.15	31.01	31.81	32.64	33.48	34.31	35.14	35.98	36.82	37.65	38.47
8	31.93	32.81	33.73	34.63	35.55	36.45	37.35	38.25	39.16	40.06	40.98	41.93
9	34.75	35.73	36.74	37.71	38.68	39.66	40.66	41.64	42.63	43.60	44.60	45.61
10	37.83	38.92	39.98	41.05	42.12	43.20	44.25	45.35	46.41	47.46	48.57	49.68

SCHEDULE C

Handwritten notes:
 PC
 N5M
 VAD

SCHEDULE EFFECTIVE JULY 2024 - 3.0%

GRADE	STEP 1	2	3	4	5	6	7	8	9	10	11	12
1	18.46	18.93	19.35	19.83	20.28	20.73	21.15	21.61	22.06	22.52	22.99	23.48
2	20.09	20.60	21.06	21.56	22.05	22.54	23.04	23.53	24.03	24.51	24.99	25.48
3	21.88	22.41	22.93	23.48	23.99	24.53	25.07	25.61	26.13	26.69	27.20	27.75
4	23.82	24.41	24.98	25.55	26.13	26.73	27.30	27.88	28.47	29.06	29.62	30.23
5	25.93	26.57	27.19	27.84	28.47	29.11	29.72	30.34	31.00	31.61	32.26	32.93
6	27.75	28.54	29.31	30.09	30.88	31.67	32.46	33.27	34.04	34.80	35.62	36.41
7	30.22	31.05	31.94	32.76	33.62	34.48	35.34	36.19	37.06	37.92	38.78	39.62
8	32.89	33.79	34.74	35.67	36.62	37.54	38.47	39.40	40.33	41.26	42.21	43.19
9	35.79	36.80	37.84	38.84	39.84	40.85	41.88	42.89	43.91	44.91	45.94	46.98
10	38.96	40.09	41.18	42.28	43.38	44.50	45.58	46.71	47.80	48.88	50.03	51.17

SCHEDULE D

Handwritten notes:
 PLSM
 mt
 [Signature]

Table 1				
Planning Values for the FY 2022 Revised and FY 2023 Budgets				
		FY 2022R	FY 2023	
	RIFANS	Planning	Planning	
	Natural Account			Notes
Retirement				
State Employees (State Contribution)				
Regular	620100	28.01%	28.01%	Applied to salaries of permanent employees
Defined Contribution	620110	1.00%	1.00%	For employees with less than 10 years as of 6/30/2012
		1.25%	1.25%	For employees with greater than 10 years but less than 15 years as of 6/30/2012
		1.50%	1.50%	For employees with greater than 15 years but less than 20 years as of 6/30/2012
		0.00%	0.00%	For employees with greater than 20 years as of 6/30/2012
Judges	620300	21.82%	24.16%	Applied to salaries of Judges hired after 12/31/89
State Police	620200	19.24%	20.87%	Applied to salaries of State Police hired after 7/1/87
Teachers	671300	25.72%	26.16%	
State Share		10.94%	11.12%	
Local Share		14.78%	15.04%	
Defined Contribution	671310	0.40%	0.40%	State Share of Teachers' Defined Contribution (Local pays 0.60%)
Retiree Health Insurance				
State Employees				
Regular	626300	5.28%	4.48%	Applied to salaries of permanent employees.
Judges	626320	0.00%	0.00%	
Legislators	626330	0.00%	0.00%	
State Police	626310	23.27%	20.67%	
Board of Education	626340	3.50%	1.83%	
FICA				
Social Security Rate	621110	6.20%	6.20%	This portion of FICA is calculated on salaries and OT up to an established level on a calendar year basis. The estimated salary limits for affected calendar years are: 2021 \$142,800 (actual) 2022 \$147,300 (estimated by Budget Office) 2023 \$151,900 (estimated by Budget Office)
Medicare Tax	621120	1.45%	1.45%	This portion of FICA is applied to 100% of salaries and OT.

Table 1

Planning Values for the FY 2021 Revised and FY 2022 Budgets

		FY2021 Planning	FY2021 Revised	FY 2022 Planning	
	RIFANS Natural Account				Notes
Retirement					
State Employees (State Contribution)					
Regular	620100	27.54%	27.54%	28.01%	Applied to salaries of permanent employees
Defined Contribution	620110	1.00%	1.00%	1.00%	For employees with less than 10 years as of 6/30/2012
		1.25%	1.25%	1.25%	For employees with greater than 10 years but less than 15 years as of 6/30/2012
		1.50%	1.50%	1.50%	For employees with greater than 15 years but less than 20 years as of 6/30/2012
		0.00%	0.00%	0.00%	For employees with greater than 20 years as of 6/30/2012
Judges	620300	21.61%	21.61%	21.82%	Applied to salaries of Judges hired after 12/31/89
State Police	620200	19.82%	19.82%	19.24%	Applied to salaries of State Police hired after 7/1/87
Teachers	671300	25.25%	25.25%	25.72%	
State Share		10.75%	10.75%	10.94%	
Local Share		14.50%	14.50%	14.78%	
Defined Contribution	671310	0.40%	0.40%	0.40%	State Share of Teachers' Defined Contribution (Local pays 0.60%)
Retiree Health Insurance					
State Employees					
Regular	626300	5.87%	5.49%	5.28%	Applied to salaries of permanent employees.
Judges	626320	0.00%	0.00%	0.00%	
Legislators	626330	0.00%	0.00%	0.00%	
State Police	626310	26.87%	23.31%	23.27%	
Board of Education	626340	3.23%	2.93%	3.50%	
Colles					
FICA					
Social Security Rate	621110	6.20%	6.20%	6.20%	This portion of FICA is calculated on salaries and OT up to an established level on a calendar year basis. The estimated salary limits for affected calendar years are: 2020 \$137,700 (actual) 2021 \$142,200 (estimated by Budget Office) 2022 \$146,700 (estimated by Budget Office)
Medicare Tax	621120	1.45%	1.45%	1.45%	This portion of FICA is applied to 100% of salaries and OT.

Table 1					
Planning Values for the FY 2020 Revised and FY 2021 Budgets					
		FY2020	FY2020	FY2021	
	RIFANS	Enacted	Revised	Planning	
	Natural Account				Notes
Retirement					
State Employees (State Contribution)					
Regular	620100	26.39%	26.39%	27.54%	Applied to salaries of permanent employees
Defined Contribution	620110	1.00%	1.00%	1.00%	For employees with less than 10 years as of 6/30/2012
		1.25%	1.25%	1.25%	For employees with greater than 10 years but less than 15 years as of 6/30/2012
		1.50%	1.50%	1.50%	For employees with greater than 15 years but less than 20 years as of 6/30/2012
		0.00%	0.00%	0.00%	For employees with greater than 20 years as of 6/30/2012
Judges	620300	21.30%	21.30%	21.61%	Applied to salaries of Judges hired after 12/31/89
State Police	620200	18.48%	18.48%	19.82%	Applied to salaries of State Police hired after 7/1/87
Teachers	671300	24.61%	24.61%	25.25%	
State Share		10.49%	10.49%	10.75%	
Local Share		14.12%	14.12%	14.50%	
Defined Contribution	671310	0.40%	0.40%	0.40%	State Share of Teachers' Defined Contribution (Local pays 0.60%)
Retiree Health Insurance					
State Employees					
Regular	626300	6.65%	6.65%	5.87%	Applied to salaries of permanent employees.
Judges	626320	0.00%	0.00%	0.00%	
Legislators	626330	0.00%	0.00%	0.00%	
State Police	626310	29.65%	29.65%	26.87%	
Board of Education	626340	4.08%	4.08%	3.23%	
Colles					