

**AGREEMENT AMENDING
COLLECTIVE BARGAINING AGREEMENT**

On this 7th day of February, 2014, the International Brotherhood of Police Officers, Local 410 ("Union") and the Town of North Smithfield ("Town") agree as follows:

WITNESSETH

WHEREFORE, the Union and the Town are parties to a Collective Bargaining Agreement for July 1, 2013 to June 30, 2016 ("Agreement");

WHEREFORE, the parties desire to amend provisions of the Agreement pertaining to Overtime, Compensatory Time, and Health and Dental Care.

NOW, THEREFORE, based upon the promises and premises stated herein, it is hereby agreed as follows:

1. Article V Section (8) of the Agreement is amended as follows:

Members will be able to redeem unused compensatory time for cash in an amount not to exceed sixty (60) hours. Members will be required to notify the Town in writing of their intent to do so and said time will be paid during the last pay period in February, May, August and November of the calendar year.

2. Article XII Section 1(a) of the Agreement is amended as follows:

The Town will pay the entire remaining cost of the health and dental care for its full-time officers on active service in Town employment. Commencing January 1, 2011, there will be a Two Hundred Fifty Dollar (\$250.00) health insurance plan deductible. The Town of North Smithfield will self-insure the \$250.00 health insurance deductible plan for \$500.00 per officer per calendar year (see Appendix A). Officers will be reimbursed for any out-of-pocket medical expenses, not to exceed \$500.00 dollars per year, that they pay as a result of changing from the current benefits package as outlined in Appendix D/E to the \$250.00 deductible plan outlined in (Appendix A/B). Officers can submit for reimbursement to the Town at any time during the calendar year. Reimbursement by the Town to all officers (active/retired) will be paid within thirty days of submission.

3. 4. This agreement shall be effective on Feb 7th, 2014.

INTERNATIONAL BROTHERHOOD
OF POLICE OFFICERS, LOCAL 410

Sharon A. Pagliarini

By: Sharon A. Pagliarini
President, IBPO Local 410

Date: 2-7-14

THE TOWN OF NORTH SMITHFIELD

Paulette D. Hamilton

By: Paulette D. Hamilton
Town Administrator

Date: 2-7-14