

**City of Providence**  
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

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**CHAPTER 2011-40**

**No. 471                    AN ORDINANCE**      IN AMENDMENT OF CERTAIN SECTIONS  
OF CHAPTER 17, ARTICLE IV OF THE CODE OF ORDINANCES, ENTITLED:  
"RETIREMENT SYSTEM" REGARDING EARLY RETIREMENT INCENTIVE."

*Approved October 3, 2011*

***Be it ordained by the City of Providence:***

SECTION 1. Chapter 17, Article IV of the Code of Ordinances of the City of Providence shall be amended as follows:

**Special retirement to add the following provision for eligible Class B – Providence Lodge #3 Fraternal Order of Police Bargaining Unit Members and Non-Bargaining Union Police Majors.  
(Police Retirement Incentive)**

Eligible Class B – Providence Lodge #3 Fraternal Order of Police Bargaining Unit Members and Non-Bargaining Union Police Majors (hereinafter sometimes referred to as members or member) may retire and participate in this Retirement Incentive if the member meets the following requirements:

The member is eligible for a retirement benefit under section 17-189(1) and the member qualifies by having completed eighteen (18) years or more of service with the City (including all qualified purchases of service pursuant to section 17-188.1), irrespective of age, on the member's date of retirement on or before ~~September 30~~ October 14, 2011; and

The member executes and files an irrevocable service retirement application in a manner determined by the retirement system with the retirement board, no later than ~~September 30~~ October 14, 2011 and actually effectuates service retirement and is separated from the active employee payroll no later than the payroll ending October 31, 2011; and

No more than sixty (60) members may retire under the terms of this Retirement Incentive. If more than sixty (60) members file a retirement application hereunder as of ~~September 30~~ October 14, 2011, only the sixty (60) members with the most service time in the Providence Police Department shall be permitted to retire hereunder.

Eligible Class B – Providence Lodge #3 Fraternal Order of Police Bargaining Unit Members and Non-Bargaining Union Police Majors retiring ~~September 30~~ October 14, 2011 to October 31, 2011, shall be credited with up to two (2) years of additional years of service for accrual percentage purposes and the applicable cost-of-living adjustment (COLA) will be applied on the January first following the member's fifth (5<sup>th</sup>) anniversary.

Eligible Class B – Providence Lodge #3 Fraternal Order of Police Bargaining Unit Members and Non-Bargaining Unit Police Majors retiring ~~September 30~~ **October 14**, 2011 to ~~October 31, 2011~~, shall have any salary increase effective as of June 30, 2013 included in the calculation of the Pension Pay Base. Effective July 1, 2013 the base pay for the last one of the retired officer's three highest paid years of service, solely as used for computing his/her pension benefit, will be increased by the same percentage as active members' base pay is increased on June 30, 2013. However, there shall be no Retroactive Pension Payments.

Any payment of severance due to a member who retires pursuant to the special retirement incentive shall be paid in the following manner: 25% upon retirement; ii. 37.5% no later than July 1, 2012; and iii. 37.5% no later than July 1, 2013.

Pension Benefit payments shall commence no later than as of the 1<sup>st</sup> day of the month subsequent to thirty (30) days after the Member has retired, September 1 if the Member retires in July. Moreover, if the Retirement Office is unable to process a Member's retirement and Pension Benefit payments by this date, the City shall "hand cut" or otherwise manually make Pension Benefit payment checks to the Retired Member until the normal payment process commences.

Eligible Class B – Providence Lodge #3 Fraternal Order of Police Bargaining Unit Members and Non-Bargaining Unit Police Majors retiring ~~September 30~~ **October 14**, 2011 to ~~October 31, 2011~~ shall have their retiree co-share for healthcare coverage frozen for a period of twenty four (24) calendar months commencing from the date of retirement at six-hundred \$600.00 annually for an individual health insurance plan and \$1,200 annually for a family plan and the Healthcare Co-Payment shall be waived for twenty-four (24) calendar months commencing from the date of retirement.

Following said period of twenty-four (24) calendar months, said retiree member shall be responsible for (and have deducted from their retirement allowance) the healthcare co-share provided herein.

For seventy-two (72) months after December 31, 2011, no employees shall be hired to fill vacancies created directly or indirectly because eligible members retired pursuant to this Retirement Incentive. The City Council may take all measures necessary to ensure compliance with this subsection.

A vacancy created directly shall mean a vacancy in the position held by the retiring member at the time of retirement. A vacancy created indirectly shall mean a vacancy in a position created directly or indirectly by promotion or transfer to fill a vacancy in a position caused by the retiring member.

No later than ~~October 14~~ **October 31**, 2011, the City Council shall be provided with the total number of members who retired pursuant to this Retirement Incentive and the net total of members remaining in positions budgeted in the City's General Fund.

Each fiscal year, no later than ~~October 14~~ **October 31**, the Director of Human Resources shall provide the City Council with the total number of members who retired pursuant to this

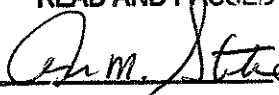
Retirement Incentive and the net total of members remaining in positions budgeted in the City's General Fund.



SECTION 2.

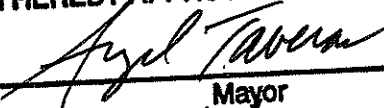
This Ordinance shall take effect upon passage and shall apply to Eligible Providence Lodge #3 Fraternal Order of Police Bargaining Unit Members and Non-Bargaining Unit Police Majors retiring between ~~September 30~~ October 14, 2011 and October 31, 2011.

SECTION 3.

This Retirement Incentive offer shall expire on September 30 October 14, 2011, however, the provisions of paragraphs 7 and 8 shall be applicable for the period stated therein unless modified by the City Council and the benefits computed consistent with the provisions contained herein shall be the benefits paid to eligible members retiring pursuant to this Ordinance.

IN CITY COUNCIL  
SEP 27 2011  
FIRST READING  
READ AND PASSED  
 CLERK

IN CITY COUNCIL  
SEP 29 2011  
FINAL READING  
READ AND PASSED  
 PRESIDENT  
 CLERK

I HEREBY APPROVE.  
  
Mayor  
Date: 10/3/11