

MEMORANDUM OF AGREEMENT BETWEEN
THE CITY OF PLEASANTVILLE AND INTERNATIONAL ASSOCIATION FIRE FIGHTERS LOCAL 2616

THIS MEMORANDUM OF AGREEMENT ("Agreement"), is entered into by and between the CITY OF PLEASANTVILLE (hereinafter "Pleasantville" or "Employer") and IAFF LOCAL 2616 (hereinafter "Union"), on this 5th day of AUGUST, 2024.

WHEREAS, the parties have engaged in good faith negotiations on several occasions in an effort to arrive at a successor agreement to replace the current agreement between Pleasantville and the Union which terminated on December 31, 2023; and

WHEREAS, the parties have arrived at a tentative agreement subject to ratification by IAFF Local 2616 and approval by the City Council of the City of Pleasantville; and

WHEREAS, the parties seek to set forth specific changes to be made to the prior agreement in order to facilitate ratification by the Union and approval by Pleasantville.

NOW, THEREFORE, the parties have agreed to the following:

1. The provisions of this Agreement are subject to ratification by the Union membership and the City Council of the City of Pleasantville.
2. All proposals made by either party during the course of negotiations which are not specifically addressed herein are withdrawn.
3. All of the terms and conditions of the agreement currently in place between IAFF Local 2616 which covers the time period of January 1, 2021 until December 31, 2023 shall remain the same except as specifically provided herein.
4. Unless otherwise noted, any changes appearing herein shall be prospective from the signing of the contract only.
5. Article V – Vacations

Employees prior to March 31, 2020 shall receive paid vacations according to the following schedules:

Recruit	0 hours
Firefighter I	48 hours
Firefighter II	96 hours
Firefighter III	116 hours
Firefighter IV	144 hours
Journeyman	240 hours

Employees, hired after March 31, 2020 shall receive paid vacations according to the following schedules:

Recruit	0 hours
Step 1	24 hours
Step 2	48 hours
Step 3	72 hours
Step 4	96 hours
Step 5	120 hours
Step 6	144 hours
Step 7	168 hours
Step 8	192 hours
Step 9	216 hours
Step 10	240 hours

Any fire fighter hired on or before September 30th will have an anniversary date retroactively set to January 1st of the same calendar year. *(Example: new hire date sept. 29, 2024, anniversary date jan. 1, 2024 – eligible for increase if applicable jan. 1, 2025)*
Conversely, fire firefighters hired after September 30th, their anniversary date will be January 1st of the following calendar. *(Example: new hire date oct. 1, 2024, anniversary date jan. 1, 2025 – eligible for increase if applicable jan. 1, 2026)*

6. Article VI – Sick Leave

Sick leave shall be provided at a rate of twelve (12) days at twelve (12) hours per day equaling one hundred and forty-four (144) hours per year of employment. All unused sick leave shall be accumulated without limitations, from year to year of employment, pursuant to this Article. Sick time accrual for new hires is prorate at one (1) day / 12 hours per month.

Add: Approved sick time may be used by an hour-by-hour basis, with usage of sick time beginning at shift change with proper notification, for the number of hours needed and not regulated or restricted to any block time of usage.

7. Article VI. Section V – Leave for IAFF State Conventions

The Executive Delegate or the designee of Local 2616 or PFANJ shall be granted leave from duty, with pay for travel and meeting time only, when such state meetings take place at a time which such officer is scheduled to be on duty, provided that reasonable notice is given to the Fire Chief.

8. Article X. Section I – Insurance – Health and Medical Benefits

The City agrees to provide all eligible full-time employees and their dependents health benefits as provided under the New Jersey State Health Benefits with the Direct 2010 Plan option at the City's cost, subject to the employee contribution required by P.L. 2011, Chapter 78. Fire personnel shall be eligible to select greater coverage but will be 100% responsible for the difference in plan

premiums. If a fire personnel so elects a greater benefit plan, the employee shall pay Chapter 78 contributions based on the SHBP Direct 2010 plan cost only and the full premium difference between the selected plan and Direct 2010. The City shall also provide dental, optical and prescription insurance for the eligible employee and employee's family. The annual base salary contributions shall be deducted bi-weekly. Section 125 salary reduction premium only plan for tax purposes. The contribution towards health insurance shall be made by active employees only and will not be required of retirees except as may be mandated by law. The annual base salary contributions shall be deducted bi-weekly. Section 125 salary reduction premium only plan for tax purposes. The healthcare contribution made by employees will only apply to active employees, not retirees, and contributions will cease upon retirement.

Pursuant to State Health Benefits Programs, participating local employers, other than the State, is allowed to pay an employee an incentive to waive coverage if that employee is eligible for other health coverage. A waiver form must be completed and submitted during enrollment in order to receive annual payment no more than 25% of the amount saved by the employer because of the waiver or \$5,000, whichever is less.

9. Article XI – Termination

Pursuant to N.J.S.A. 11A:6-19.2 and N.J.S.A. 11A:6-19.1, any employee hired on or after May 21, 2010 their accumulation of sick time will be capped at \$15,000. For such employees, the City will not pay anything more than \$15,000 at the time of the employee's retirement in terms of compensation for sick time. Any contract provision which states otherwise will be interpreted by the City as null and void, due the preemption by state law.

Employees hired from the of New Jersey Civil Service Reemployment list with an initial or retro hire date prior to May 21, 2010, hours at the time of termination shall be calculated based on the provisions set forth at the time of the initial hire date.

Calculation for employees hired prior to the May 21, 2010 shall be computed at a rate of nine (9) days per year, for each year of service, up to a maximum of one hundred eighty (180) days. For the purpose of this provision, a day shall equal ten and one-half (10 ½) hours. The rate of pay shall be calculated by taking the employee's total pay (e.g. base wage plus longevity), and then dividing this total compensation by the number of pay periods, twenty-six (26). Divide those totals by the number of hours worked during a pay period, eighty-four (84). This total will equal the hourly rate pertaining to the one hundred and eighty (180) days.

10. Article XII – Clothing Maintenance and Allowance

All bargaining unit members covered under this agreement shall receive a total annual allowance of \$1,500.00 for both the purchase of uniforms and maintenance of uniforms, total.

In addition to the allowance referenced above, employees will be provided with an additional reimbursement of up to \$150.00 for the purchase of approved Nomex shirts, pants and/or shoes upon proof of purchase. EMS Jackets are no longer covered as a uniform purchase.

11. Article XIII. Section V – School Allowance and Training

College Incentive eligibility specifically for the following programs only:

Fire Science

Public Safety Administration

Technical Studies

Emergency Management

Public Administration

Health Science

College incentive for Criminal Justice is not applicable for fire fighters hired after December 31, 2023.

The employer agrees to allocate up to \$15,000 per calendar year for collective training courses that must benefit the majority of the department.

12. Article XVI - Wages

2024 2.50%

2025 3.0%

2026 3.25%

EMPLOYEES HIRED PRIOR TO 3/1/2020

	2023	2024 (2.5%)	2025 (3%)	2026 (3.25%)
FIREFIGHER IV	82,871	84,942.77		
JOURNEYMAN	100,885	103,407.125	106,509.34	109,970.85

EMPLOYEES HIRED AFTER 3/1/2020

	2023	2024	2025	2026
NEW HIRE	\$43,155.41	44234.29	45561.31	47042.05
STEP 1	\$48,923.88	50146.97	51651.37	53330.03
STEP 2	\$56,692.34	58109.65	59852.93	61798.15
STEP 3	\$60,460.70	61972.21	63831.37	65905.88
STEP 4	\$66,229.27	67885.01	69921.56	72194.1
STEP 5	\$71,997.73	73797.67	76011.6	78481.97
STEP 6	\$77,766.21	79710.36	82101.67	84769.97
STEP 7	\$83,534.67	85623.03	87831.72	90686.25
STEP 8	\$89,303.13	91535.7	94281.77	97345.93
STEP 9		98000	100940	104220.55
STEP 10		103407.13	106509.34	109970.85

13. Article XVI – Wages. Section II EMT Certification

All new hires as firefighters must commence an Emergency Medical Technician (EMT) class within 18 months of their employment, subject to class availability. Certificates not obtained within 36 months of employment are grounds for termination.

14. Article XXII – Position

Firefighters that meet the requirements to assume the duties and responsibilities to title positions higher than his/her own will receive Captain's hourly rate for each hour worked as Acting Captain. The candidate shall meet the requirements of NJ Civil Service First Level Supervisor.

Additional classes that will be accepted will satisfy the requisite knowledge and skills in NFPA 1021: Fire Officer 1.

The Fire Chief or his designee will have final authorization of all classes.

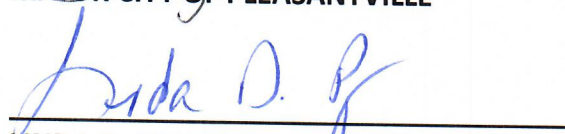
15. Article XXV. Section II (Light Duty)

Upon the request of a pregnant employee or her physician, or if the employee is unable to perform the essential functions of the job (particular to their duty status) with reasonable accommodation, a pregnant employee shall be provided alternative non-hazardous duties. Such alternative duties will be performed by employee without loss of pay or benefits. Proof of pregnancy, in the form of medical documentation, will be required where the request is made by the employee or her physician

FOR THE CITY OF PLEASANTVILLE

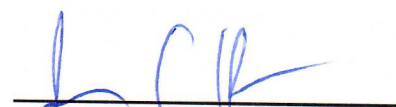


THE HONORABLE JUDY M. WARD
MAYOR CITY OF PLEASANTVILLE



LINDA D. PEYTON
BUSINESS ADMINISTRATOR

FOR IAFF LOCAL 2616



PRESIDENT

2616 REPRESENTATIVE