

FMBA - DISPATCHER Memorandum of Agreement 2022 – 2025

1. Trainee and starting salaries to remain at \$30,000 and \$35,000 respectively until August 1, 2023 at which time they will increase to \$33,000 and \$38,000. Township Administration and Police Department shall endeavor to improve recruiting procedures. Additionally, new hires with experience may be started at an advanced step on the guide, not to exceed Step 2.
2. August 1st of each year the guide will increase by 3% and each member on the guide shall take a step. Off-guide members shall receive a 4% increase. This increase shall be retroactive to August 1, 2022.
3. All members health contribution shall be reduced to Tier 3 effective January 1, 2023.
4. Effective August 1, 2023, increase Longevity as follows: 10 Years - \$2,000, 15 Years - \$2,500, 20 Years - \$3,500 and 25 Years - \$4,000.
5. Effective August 1, 2023, double time shall be paid for any “forced” extra full shift.
6. Effective August 1, 2023, addition of training compensation (One hour of comp time given for each full shift of training)

7. ARTICLE IX – BEREAVEMENT LEAVE

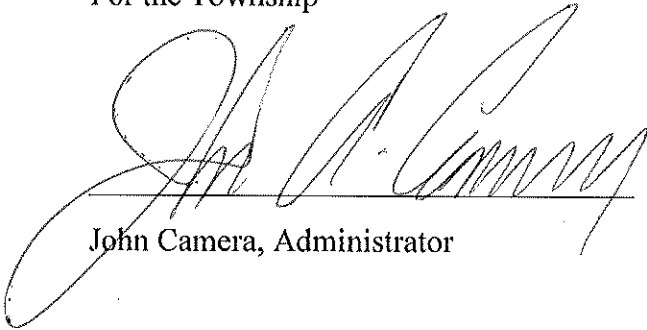
Section A: Revise as follows:

For the death of an immediate family member, each employee ~~may~~ shall be granted ~~up to six (6)~~ four (4) consecutive working days leave with pay, one of which shall be either the day of death or the day of the funeral, whichever the employee chooses. ~~The first three (3) consecutive working days with pay, one of which shall be either the day of death or the day of the funeral, whichever the employee chooses. The remaining three (3) consecutive working days of the six (6) days may be granted at the discretion of the Mayor or designee and are not grievable.~~ Immediate family shall include spouse, mother, father, sister, brother, children, mother-in-law, father-in-law, ~~aunts, uncles, niece, nephew,~~ grandparents of the employee and grandchildren of employee and spouse. Two (2) days leave shall be granted for the deaths of an employee's aunts or uncles and spouse's grandparents.

8. If any employee group, other than the Blue Collar Teamsters or the Supervisor's Association, is granted compensatory time as a settlement for the 27 pay grievances, this group shall receive the same benefit.

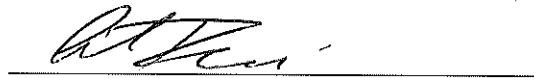
Additional contract language changes: Use mileage language as per the White Collar Teamsters, Amend Agency shop language as per the Janus decision, allow 10 working days from the time of the incident to be able to file a grievance, Article II B.- allow for up to three delegates, one from each shift, to participate in negotiations, Article IV C. Step 1.- Change the time to file and the time to respond from five days to 10 days, Article IV C. Step 4- Remove the third sentence which restricts the members permitted to attend arbitration, Article VI A- Add "sick" after the word "Vacation" in the second sentence, add language as needed to confirm that all leave time is pro-rated for a partial year for new hires and when an employee leaves any time other than December 31, be sure that FMLA and FLI language all comports with Federal and State law, Article XIX- Add a new letter F. allowing up to three Union delegates to attend an annual meeting/convention. Also, add the language from Article XXIX B. of the Superior Officers Agreement regarding continuation of Agreement with notice to negotiate new from either party.

For the Township

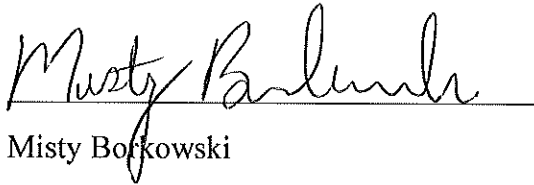
A large, stylized handwritten signature in black ink, appearing to read 'John Camera', written over a horizontal line.

John Camera, Administrator

For the Union

A handwritten signature in black ink, appearing to read 'Carmela Ferrari', written over a horizontal line.

Carmela Ferrari

A handwritten signature in black ink, appearing to read 'Misty Borkowski', written over a horizontal line.

Misty Borkowski