

**MEMORANDUM OF AGREEMENT BETWEEN
THE CITY OF PLEASANTVILLE AND IAFF LOCAL 4928**

THIS MEMORANDUM OF AGREEMENT, by and between the CITY OF PLEASANTVILLE (hereinafter referred to as the "City" or Employer") and IAFF LOCAL 4928 (hereinafter referred to as "Union"), made and entered into on this 6th day of March, 2017.

WHEREAS, the parties above have engaged in negotiations in good faith in an effort to arrive at a successor agreement to the Collective Negotiations Agreement that expired on December 31, 2016 and,

WHEREAS, the parties have arrived at a tentative agreement.

NOW, THEREFORE, and in consideration of the mutual covenants contained herein, the parties agree as follows:

1. The provisions of this Memorandum of Agreement are subject to ratification by the Union membership and the City.
2. All proposals not covered herein made by either party during the course of negotiations are withdrawn.
3. That all terms and conditions of employment as currently embodied in the parties' January 1, 2013, through, December 31, 2016, collective negotiations agreement shall remain the same except as herein provided otherwise. Unless otherwise notified, all changes shall be prospective from the signing of the contract.
4. Article XXIX, Duration, Section 1: change to January 1, 2017 through December 31, 2020.

5. Article VII, Recall, shall be amended as follows, effective January 1, 2018:

A. All off-duty Fire Officers will be called in for all working fires and other emergencies and shall receive a minimum of two (2) hours compensation at the overtime rate, paid on the regular pay day for that pay period.

B. Employees shall not be recalled on their vacation days except in emergencies.

6. Article VIII, Promotions, Section 2, Acting Captains, (New) Add the following:

Certified Acting Captains shall be limited to one acting captain per shift.

Certified Acting Captains will be selected from a current civil service list. In the event that there is not a current civil service list, Acting Captains shall be selected from a list of personnel with three years in grade, who meet the current department training standards established by the Department: SOP (2-IV-4) (2-IV-5).

7. Article VIII, Promotions, Section 3, Fire Official, (New) Add the following:

Effective January 1, 2017, upon the position of Fire Official being vacated by current incumbent, the Captain assigned to the position of Fire Official will become dual role employee with the rank of captain. The City may fill a vacancy in the position of Fire Official by either assigning a current Captain as the Fire Official or by appointing a Fire Official from the Fire Captains civil service list.

8. Article X, Insurance-Health and Medical Benefits, Section I, Amend the 3rd

Paragraph as follows:

The City agrees to provide such health benefits as provided under the Current Health Benefits Plan as is established by statute for all employees covered under this agreement, at the City's expense, less the following annual contribution by all employees who do not opt out of the plan:

Effective January 1, 2017, contribution rates shall be set in accordance with the Chapter 78, P.P. 2011 contribution rates.

Effective January 1, 2018, contribution rates shall be set in accordance with the lesser of 1) the contribution rate for the prior year or 2) the Chapter 78, P.P. 2011 contribution rates for the current year.

9. Article X, Insurance-Health and Medical Benefits, Section VII: Amend the Section to

provide for the continuation of eyeglass and dental benefits for the employee and spouse only, but not for dependents.

10. Article XIII, School Allowance and Training: Add New Section V, College Incentive:

Any fire officer that earns a college degree from an accredited institution, in a public safety related field, shall receive a stipend at the following rates:

Associate Degree – \$1,200.00

Bachelor Degree - \$2,000.00

Master Degree - \$ 2,500.00

Accepted degrees shall meet the following criteria:

1. A degree for government employees who work in public safety.
2. The courses in a public degree program shall include a global outlook, interpersonal skills, leadership abilities, an awareness of current issues, management competencies, strategic planning, risk management, public policy program development and implementation, ethics, decision making and supervision.
3. Public service degrees must provide employee credentials and valuable knowledge and skills that make a difference.
4. Common program areas include Public Safety Administration, Technical Studies, Emergency Management, Fire Science and Fire Administration.

Degree compensation shall be continued from year to year and shall be paid in a lump sum on the first pay in December.

11. Article XVI, Wages, Section 1: Shall be amended as follows:

Effective January 1, 2018, the annual base salaries will be increased by a rank differential of \$1,500 for Captains and Battalion Chiefs.

The annual base wages for each step are set forth below and reflect the following increases:

January 1, 2017-	0%
January 1, 2018-	2.5%
January 1, 2019-	2.5%%

January 1, 2020- 2.5%

Title	2017	2018	2019	2020
Captain	\$92,280	\$96,125	\$98,528	\$100,991
Battalion Chief	\$99,220	\$103,238	\$105,819	\$108,464

12. Article XVII, Regular Hours of Work- Overtime: Add New Section 2:

All overtime will be distributed on an equal and fair basis, on a rank for rank basis.

The order in which position will be filled through overtime shall be:

1. Fill a sick time position
2. Fill a comp time position
3. Fill a vacation position.

There must be at least one (1) sworn officer on duty at all times.

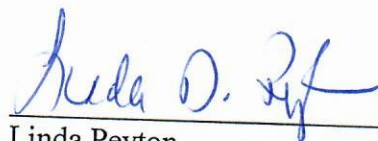
If an Officer is out sick and there is a need for overtime, an Officer on overtime will fill the position of the Officer who is out sick.

If an Officer is on vacation or comp time and a firefighter is out sick, a firefighter on overtime will fill the position of the firefighter who is out sick, unless there is not a Certified Acting Captain on the shift.

13. Holidays: Eliminate Columbus Day as a paid holiday.

For the City of Pleasantville


The Honorable Jesse L. Tweedle, Sr.
Mayor City of Pleasantville


Linda Peyton
City Administrator

For Local 4928, IAFF

