

AGREEMENT

between

**TOWNSHIP OF TEANECK
BERGEN COUNTY, NEW JERSEY**

and

**LOCAL #42
FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION**

JANUARY 1, 2020 THROUGH DECEMBER 31, 2023

PREAMBLE

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ARTICLE I
RECOGNITION

A. The Township hereby recognizes the Association as the exclusive collective negotiations agent for all Firefighters and Lineworkers employed by the Township of Teaneck, but excluding the Chief, Deputy Chiefs, Captains, Lieutenants, other supervisors, craft and professional employees, managerial executives and police within the meaning of the act.

B. Unless otherwise indicated the terms "firefighter," "firefighters," "employee" or "employees" when used in this Agreement, shall refer to all persons represented by the Association in the defined negotiating unit.

C. Reference in this Agreement to the masculine (he) shall include the feminine (she).

ARTICLE II
MANAGEMENT RIGHTS

A. The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the Township Government and its properties and facilities and the activities of its employees while on duty.

2. To hire all employees and subject to the provision of law, to determine their qualifications and condition for continued employment or assignment and to promote and transfer employees.

3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and the United States.

C. Nothing contained herein shall be construed to deny or restrict the Township of its powers, rights, authority, duties and responsibilities under R.S. 40 and R.S. 11 or any other national, state, county or local laws or ordinances.

ARTICLE III

GRIEVANCE PROCEDURE

A. PURPOSE

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the departmental supervisory staff and having the grievance adjusted without the intervention of the Association.

B. DEFINITION

1. The term "grievance" as used herein means any appeal by an individual employee or the F.M.B.A. on behalf of an individual employee or group of employees, from the interpretation, application or violation of policies, agreements, and administrative decisions affecting them. Similarly, the terms "grievance" as used herein is defined on behalf of the Township as meaning any complaint or controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement.

2. With respect to such employee grievances, no grievance may proceed on behalf of the employee beyond Step One herein, unless it constitutes a controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement. Disputes concerning terms and conditions of employment controlled by federal or state statute or administrative regulations, incorporated by reference in this Agreement, either expressly or by operation of law, shall not be processed beyond Step One herein.

C. STEPS OF THE GRIEVANCE PROCEDURE

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent.

STEP ONE:

a. An aggrieving employee shall institute action under the provisions hereof within ten (10) calendar days of the occurrence of the grievance; and an earnest effort shall be made to settle the difference between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter informally. Failure to act within ten (10) calendar days shall be deemed to constitute an abandonment of the grievance.

b. The supervisor shall render a decision within five (5) calendar days after the receipt of the grievance.

STEP TWO:

a. In the event that a satisfactory settlement has not been reached, the employees shall in writing and signed, file his Complaint with the Fire Chief or his representative within ten (10) calendar days following the determination by the supervisor.

- b. The Fire Chief, or his representative, shall render a decision in writing within ten (10) calendar days from the receipt of the Complaint.

STEP THREE:

- a. In the event that the grievance has not been resolved at step two, then within ten (10) calendar days following the receipt of the determination of the Fire Chief, the matter may be submitted to the Municipal Manager.
- b. The Municipal Manager shall review the matter and make a determination within ten (10) working days of the receipt of the Complaint.

STEP 4 - ARBITRATION:

- a. Should the Union be dissatisfied with the decision of the Municipal Manager, only the Union may, within fourteen (14) calendar days of the receipt of the Municipal Manager's decision, request arbitration. The arbitrator shall be chosen in a manner in accordance with the rules of the Public Employment Relations Commission.
- b. No arbitration hearing shall be scheduled sooner than thirty (30) calendar days after the final decision by the Municipal Manager. In the event the Association elects to pursue Department of Personnel procedures, the arbitration hearing shall be canceled and the matter withdrawn from the Public Employment Relations Commission. The Association will pay whatever costs have been incurred in processing the case to the Public Employment Relations Commission.
- c. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the opportunity to add to, modify, detract from or alter in any way, the provisions of this Agreement or any amendment or supplement thereto.
- d. The parties direct the arbitrator to decide, as a preliminary question, whether he has jurisdiction to hear and decide the matter in dispute. The jurisdiction of the arbitrator in deciding matters in dispute under the Grievance procedure shall cover all grievable matters in dispute with the exception of those matters determined by the arbitrator to be in the exclusive jurisdiction of the Civil Service Commission. Those matters determined by the arbitrator to be within the exclusive jurisdiction of the Civil Service Commission shall not be decided by the arbitrator except the determination of the jurisdiction.
- e. An arbitrator is empowered to hear and decide only one issue during an arbitration case. The parties are precluded unless they mutually agree from placing more than one issue before the arbitrator.
- f. The costs for the services of the arbitrator and the arbitration facilities shall be borne equally between the Township and the Association. Any other expenses incurred, including but not limited to the presentation of witnesses, shall be paid by the party incurring the same.
- g. A subpoena of an off-duty member of the Township shall be subject to the following conditions:
 - (1) In the event the Township subpoenas any off duty member covered by this Agreement to testify on any given date, said member shall be considered on duty when called to testify and shall

be compensated a minimum of two (2) hours overtime whether or not he appears to testify. Any time in excess of two (2) hours shall be compensated for on a minute for minute basis.

(2) This provision shall apply as long as the subpoena is in effect.

(3) Any member who is subpoenaed by the Township on scheduled days off shall be limited to appearing to present his testimony. The member shall not be required to perform other duties.

h. The arbitrator shall set forth his findings of facts and reasons for making the award within thirty (30) days after conclusion of the arbitration hearing unless agreed to otherwise by the parties.

The decision of the arbitrator shall be final and binding on both parties.

D. ADHERENCE TO TIME LIMITS

The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, then the grievance shall be deemed to have been abandoned. If any grievance is not processed to the next succeeding Step in the Grievance Procedure, within the time limits prescribed thereunder, then the disposition of the grievance at the last proceeding Step shall be deemed to be conclusive. If a decision is not rendered within the time limits prescribed for decision at any Step in the Grievance Procedure, then the grievance shall be deemed to have been denied. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits provided for processing the grievance at any Step in the Grievance Procedure.

ARTICLE IV
HOURS AND OVERTIME

A. All employees covered by this agreement are required to work an average of forty-two (42) hours per week in an eight (8) week cycle on a 24/72 shift basis as provided in Ordinance 3809 (to be adopted in accordance with the terms of this agreement) adopted by the Township Council on April 21, 2004. In time of emergency, all members of the Department are subject to call unless they are on authorized leave.

B. All employees shall be paid for all overtime at time and one-half the hourly rate at which he received for his regularly assigned duty.

For regularly scheduled overtime, overtime necessitated by manpower shortages or when an employee is called in to begin his work shift one-half (1/2) hour earlier than the scheduled start time, overtime shall be calculated on a minute for minute basis.

Employees who are held over on a work day shall be compensated on the following basis:

1. Up to fifteen minutes - zero
2. Sixteen to thirty minutes - 1/2 hour
3. Over thirty minutes- 1 hour
4. Over one hour - to the nearest quarter hour

C. All employees who are called back to work for an emergency after leaving the premises of the fire house shall receive a minimum of two (2) hours overtime pay.

D. The Fire Department shall establish two overtime lists, one for full tour overtime and one for partial tour overtime based upon seniority, for each platoon. An employee who declines the opportunity for overtime work where such opportunity was offered less than two (2) hours prior to the commencement of the shift during which the overtime was to be worked shall not be moved to the bottom of the rotational overtime list. In the event of such declination, the employee shall remain at the same place on the rotational overtime list as if the overtime opportunity had never been offered.

E. The Fire Department may not bypass a firefighter on either of the two (2) overtime lists based on the amount of compensatory time the firefighter has accumulated.

F. Side Letter of Agreement. The Compensatory Time Side Letter of Agreement, which is attached hereto as Schedule C, will continue in full force and effect through the life of this Agreement until a successor agreement is reached.

ARTICLE V
HOLIDAYS

- A. For calendar years 2020 and 2021, all employees working the 24/72 hour week shall receive 156 hours off during each calendar year in lieu of the holidays indicated in C below. Holidays shall be granted subject to the prior approval of the Fire Chief or his designee and shall only be taken in blocks of twenty four (24) hours (a full tour) or partial tours of ten (10) hours (8 AM to 6 PM) or fourteen (14) hours (6 PM to 8 AM). However, twenty-four (24) hours of the total holiday time may be taken in one (1) hour increments with a maximum usage of six (6) hours designated as time due.
- B. Effective January 1, 2022, the annual Holiday Time benefit will be reduced to 108 hours per year. Effective January 1, 2022, all employees working the 24/72 hour work week shall receive 108 hours off during each calendar year in lieu of the holidays indicated in C below. Holidays shall be granted subject to the prior approval of the Fire Chief or his designee and shall only be taken in blocks of twenty four (24) hours (a full tour) or partial tours of ten (10) hours (8 AM to 6 PM) or fourteen (14) hours (6 PM to 8 AM). However, twenty-four (24) hours of the total holiday time may be taken in one (1) hour increments with a maximum usage of six (6) hours designated as time due.
1. Effective January 1, 2022, Members will no longer be able to bank the annual 108 hours of holiday time. The 108 holiday hours will be available for use during the current calendar year. On the first payroll of December of each year, all or any unused balance of the 108 holiday hours will be paid to the member at their current pay rate.
All previously accrued Holiday Hours prior to January 1, 2022 will remain in the member's bank, available for use at the discretion of the Member or paid out upon termination of employment.
 2. Members who wish to use some or all of the current year's 108 holiday hours should put in the request no later than October 31 of each year to ensure enough time for Holiday Pay Calculations. Request for Holiday time off for use during the month of December can be requested a maximum of 2 months prior due to Holiday Pay cutoff requirement. All other requests for Holiday Time Off is a maximum of 1 month prior.
 3. Members who put in a request for Holiday Time off after October 31st for use during the current year must use time from their accrued Holiday Time Bank. Members who do not have any accrued Holiday Hours and request Holiday Time Off after October 31st of the current year for use during November and December of the current year will not be granted Holiday Time Off. A Member's accrued Holiday Bank as of December 31st of the current year becomes that Member's new maximum accrued allowance.
 4. Holiday Time off requested and approved for use during November and December of the current year cannot be canceled after October 31st of the current year.
 5. Members who request Holiday Time off for January of the following year in December of the current year will have the time taken from the following year, the year in which the time is actually used, 108 Hours Holiday Time.

6. Time due and holiday leave shall not be unreasonably denied.

- C. For all other purpose under this Agreement the following days shall and for the purposes of Paragraphs A and B hereof the following days shall be designated as holidays:

New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Fourth of July
Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day

- D. The Township agrees to implement the 30 day policy for the use of holidays, as exists for the Fire Officers, as it applies to extended absences.

ARTICLE VI
VACATIONS

A. For calendar years 2020 and 2021, all employees working the forty-two (42) hour week shall earn vacation on a calendar year basis in accordance with the following schedule:

Years of Service

Annual Vacation Leave

To the end of the first calendar year	- One/half work days per full month of service
1 year to 5 years	- 6 work days
6 years to 10 years	- 7 work days
11 years to 15 years	- 8 work days
16 years to 20 years	- 9 work days
Over 20 years	- 10 work days

B. Effective January 1, 2022, the Annual Vacation Leave will be increased by 48 hours annually and all employees working the forty-two (42) hour week shall earn vacation on a calendar year basis in accordance with the following schedule:

Years of Service

Annual Vacation Leave

To the end of the first calendar year	-	- 8 hours per pay period worked previous year
1 year to 5 years		- 192 hours
6 years to 10 years		- 216 hours
11 years to 15 years		- 240 hours
16 years to 20 years		- 264 hours
Over 20 years		- 288 hours

C. Vacation time shall be granted in accordance with the following conditions:

1. Assume an employee starts on August 20, 2019. At the end of 2019 he/she is credited with 72 hours of vacation time which can be taken between January 1 and December 31, 2020. On January 1, 2021 he/she would be credited with 192 hours vacation time based on a full year's employment in 2020 which can be taken in 2021.
2. Employees may utilize Holiday Time and/or Compensatory Time in conjunction with earned vacation time to permit a full 24 hour vacation day off.
3. No probationary member shall be granted vacation time off, regardless of whether the member has earned vacation time, until he/she is permanently assigned to one (1) of the four (4) shifts or is given written permission to utilize his/her accrued vacation time by Chief.

D. Vacation time accumulated is forfeited if at least seven (7) calendar days notice of intention to terminate employment is not given in writing by the employee to the appropriate department head. All or part of this requirement may be waived by the Township upon approval of the department head and the Municipal Manager.

E. Vacation shall be taken in order of seniority within each platoon.

F. An employee who has returned from extended leave of absence without pay or has been re-employed or re-instated, shall be considered a new employee for the purpose of determining vacation eligibility.

G. All vacations scheduled during the summer months when the Teaneck Public Schools are not in session (as in the FMBA 242 contract) will be picked in two (2) consecutive work-day cycles. All vacations picked prior to and after this period shall be picked as available whether consecutive or not in accordance with E. above. If there are any vacation days left over then the excess will be picked up in accordance with E. above on a second round of picks.

ARTICLE VII
HOSPITALIZATION

- A. The Township agrees to furnish all employees and their eligible dependents, Hospitalization, Major Medical and Rider J coverage with the State Health Benefits Plan of New Jersey.
- B. The Township reserves the right to change insurance carriers during the lifetime of this Agreement so long as substantially similar benefits are provided by the new carrier.
- C. Effective January 1, 1991 the Township agrees to provide all members and their eligible dependents covered by this Agreement a dental insurance plan.
- D. Effective January 1, 2017, all covered employees shall pay the greater of either 1.5% of their base salary toward the cost of health benefits or the percentages of the premium costs for health benefits based upon type of coverage, salary range, effective January 1 of the year indicated as set forth on Schedule A attached hereto.

ARTICLE VIII
SICK LEAVE

A. Sick leave is defined to mean an absence from post of duty of any employee because of illness, accident, exposure to contagious disease or attendance upon a member of the employee's immediate family who is seriously ill requiring the care or attendance of such employee.

1. Hereafter, the term illness, when used within this Article, shall include all of the aforementioned definitions.

2. Immediate family is defined, for purposes of this Agreement, to be a spouse, children, mother, father, brother, sister, brother-in-law, sister-in-law, mother-in-law, father-in-law, grandmother, grandfather, grandchildren of the employee or spouse or any other person living as a permanent member of the employee's household.

B. All full time employees covered by this Agreement may be compensated for sick leave as hereafter defined, with pay to which they are otherwise eligible, as follows:

1. New employees shall only receive twelve (12) hours for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month, and six (6) hours if they begin on the 9th through the 23rd day of the month.

2. After the initial month of employment and up to the end of the first calendar year, employees shall be credited with twelve (12) hours for each month of service. Thereafter, at the beginning of each calendar year, in the anticipation of continued employment, employees shall be credited with one hundred and eighty (180) hours of sick leave.

3. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purposes. Sick days accumulated prior to this agreement shall be converted to hours based upon the following formula: number of days divided by 2 multiplied by twenty four (24) hours equals total accumulated time.

Example: $200 \text{ days} \div 2 = 100 \times 24 = 2400 \text{ accumulated hours}$

C. When an employee does not report for duty for a period totaling four (4) absences (as defined below¹) in one calendar year because of sickness, he/she shall show proof of his/her inability to work by submitting to the Fire Chief, upon request, a certificate signed by a reputable physician in attendance, to the effect that the said employee was not, on the date or dates sick leave was requested, physically able to perform any and all duties connected with his/her job and is able to return to work and perform any and all duties connected with his/her work. In case the absence is due to the illness of a member of the employee's immediate family, upon request, a certificate signed by a reputable physician in attendance shall be submitted to the Fire Chief. In case absence is due to a contagious disease, a certificate from the Department of Health shall be required. If requested, the employee shall submit to examination by a physician appointed by the Township to substantiate such illness at Township expense. When an employee does not report for duty for more than one tour due to injury or illness, the entire period of tours the employee is out shall count as one (1) absence for purposes of determining whether the employee must show a doctor's certificate.

¹ Any combination of two (2) partial tours will be counted as one (1) absence. For the purposes of this Article, a partial tour shall mean 0800 hours to 1800 hours or 1800 hours to 0800 hours.

D. When an employee appears for a work day and leaves before the completion of a work day because of illness, the employee will be charged hour for hour for all time in which the employee was absent from work, rounded back to the start of the hour in which the employee was absent.

Example: Employee who must leave work at 1845 hours (6:45 PM) will be charged 14 hours sick time from 1800 hours (6:00 PM) to 0800 hours (8:00 AM).

E. In order to receive compensation while on sick leave, the employee shall notify the on-duty Deputy Chief at least two (2) hours before the time set for him/her to begin the scheduled tour of duty when reasonably possible. The employee shall give the person being notified the reason sick leave is being requested as to whether it is for family or personal illness. The employees shall, if possible, advise the Deputy Chief whether they will be out for a full tour or a partial tour.

An employee returning from sick leave during a work day, as a result of attendance upon a member of the employee's immediate family as defined in A-2 above, shall notify the Deputy Chief at least two (2) hours prior to 6:00 p.m. Employees shall not be eligible for recall overtime until they call off sick leave. If the Deputy Chief is not available, the notification(s) as required in this paragraph must be made to whoever is in charge of Headquarters.

F. An employee may charge to his/her sick leave a maximum of three (3) work days each year for personal obligations not elsewhere provided for in this Article, provided prior approval is secured from the Fire Chief or his designee.

Effective upon the execution and signing of this agreement, members of the Union may use one (1) of the three (3) personal days afforded to him/her each year from sick leave as an "Emergency" day.

An "Emergency," for purposes of this Agreement, is defined as an unforeseen personal emergency/event that requires the member to miss his/her scheduled shift. The "Emergency" day will be granted despite manpower restrictions. However, "Emergency" days will not be granted on Holidays, mandatory training days, or any other day designated by the Fire Chief. The Chief shall exercise this discretion in good faith.

It is the obligation of the member to notify the on-duty ranking officer of the circumstances surrounding the emergency and the need to take off. Whenever a member utilizes an "Emergency" day pursuant to this provision, upon the return of the member to his/her next shift the member shall be obligated to provide the Fire Chief with a written memorandum explaining the nature of the emergency and the need for leave, which shall attach any receipts/notes from third-parties memorializing the emergency, where such receipt/note exists. The Fire Chief may request additional documentation if he/she feels it's necessary. The member will comply or be subject to disciplinary action.

The "Emergency" provision will remain in effect until the end of this contract, December 31, 2023. It will be subject to review by the Fire Chief and a recommendation made for incorporation into all future contracts.

G. No refund of vacation time shall be allowed due to illness incurred while on vacation.

H. The Township retains the right to require, regardless of the total number of sick days, previously used, the receipt of a physician's certificate substantiating the reason for which any sick leave is requested, when sick leave misuse is suspected.

1. The employee may elect to submit to an examination, at Township expense, by a physician appointed by the Township to substantiate the illness. The Township shall set the date of the examination to assure that it does not cause undue delay in the employee's return to duty; or
2. The employee may elect to provide a physician's certificate from a reputable physician in attendance of his/her choice at his/her own expense.
3. Upon allegations of sick leave misuse, the Fire Chief, or his/her designee, shall consult with the employee and a representative of the Association within seventy-two (72) hours.

I. Whenever a certificate of sick leave is requested by the Fire Chief or his/her designee, such certificate shall be presented to the Township within seventy-two (72) hours of the request or, upon the employee's return to work (whichever is less). Such certificate shall substantiate said illness and verify the employee's ability to return to work and perform any and all duties connected with his/her job. A facsimile transmission of the certificate shall be acceptable provided the employee submits the originally signed certificate within seventy-two (72) hours of the employee's return to work.

J. Failure to comply with any or all of the provisions contained within this Article may result in the request for sick leave being denied for that specific absence. The employee may be carried as Leave Without Pay and may be subject to disciplinary action.

K. An employee who is absent without notice for two (2) consecutive work days will be subject to dismissal in accordance with Department of Personnel Rules and Regulations.

ARTICLE IX
INJURED ON DUTY

A. When an employee is disabled and unable to work because of an injury or illness arising out of the course of his employment, he shall be granted an injury leave with full pay for a period up to thirty (30) calendar days, provided such employee:

1. Presents evidence that he is unable to work in the form of a certificate from a reputable physician forwarded to the Township Manager within seventy-two hours of the injury or illness whenever reasonably possible.

2. Submits upon request to examination by a physician appointed by the Township or the Township Insurance Carrier.

B. If the absence is necessitated after a break of time and the absence is a result of the same on the job injury, the absence will be considered an on-the-job injury, provided the employee furnishes a medical certificate from his personal physician and further provided that such absence is approved by the insurance carrier.

C. The Township Manager may extend an injury leave with pay up to a maximum of one (1) year upon the written recommendation of a physician appointed by the Township.

D. All injury leaves shall terminate when the physician appointed by the Township reports in writing that the employee is fit for duty.

E. Temporary disability payments made in lieu of salary as Workmen's Compensation Insurance from any source which the Township provides, or is statutorily provided to an employee while on injury leave shall be recorded as non-taxable during each period he is carried on the Township's payroll.

ARTICLE X
SALARIES AND COMPENSATION

- A.** The salary schedule to take effect as of January 1, 2020 shall be entitled "Schedule B," and is annexed hereto:
- 1. 2020** – All Steps shall receive a 0% increase effective January 1, 2020. Members shall receive the salary on Schedule B based on their current year of service as of January 1, 2020 and shall move to the next step on his/her anniversary date. All Steps will receive a 1.7% increase effective July, 1 2020. Members shall receive the salary on Schedule B based on their current year of service as of July 1, 2020 and shall move to the next step on his/her anniversary date. Retroactive pay from July 1, 2020 to December 31, 2020 shall be received.
 - 2. 2021** – All Steps shall receive a 1.75% increase effective January 1, 2021. Members shall receive the salary on Schedule B based on their current year of service as of January 1, 2021 and shall move to the next step on his/her anniversary date. Retroactive pay from January 1, 2021 to current shall be received.
 - 3. 2022** - Effective January 1, 2022, the step guide will change from 23 steps to 20 steps. The Salary at step 23 will move to step 20, making the 20th Step the top step.
All Steps shall receive a 2% increase effective January 1, 2022. Members shall receive the salary on Schedule B based on their current year of service as of January 1, 2022 and shall move to the next step on his/her anniversary date.
 - 4. 2023** – All steps shall receive a 2% increase effective January 1, 2023. Member shall receive the salary on Schedule B based on their current year of service as of January 1, 2023 and shall move to the next step on his/her anniversary date.
- B.** During the term of this Agreement, annual salary increments shall be provided to those employees who have satisfactorily performed the duties of their positions. Following the term of this Agreement, if no successor agreement has been reached, employees shall continue to receive their annual salary increments in the same fashion as provided under this Agreement.
- C.** Firefighters with requisite EMT certification shall receive 2% stipend to the base salaries. The employees shall be obligated to annually provide proof of certification to the Township and immediately notify the Township if there is any change to/in their EMT status. The Township shall reimburse an employee for the cost of the recertification course upon submittal of proof of satisfactory completion of same. Eligible employees shall be granted Leave With Pay to attend the EMT certification or recertification course, when manpower is available.
- D.** Retroactive pay from January 1, 2020 and January 1, 2021 (reflecting adjustments from salary increments, EMT stipend, overtime, pension contributions and health insurance contributions) shall be paid on or before the March 30, 2021 pay cycle or within the first pay cycle occurring 30 days after ratification and execution of the final collective negotiations agreement between the parties, whichever last occurs.

- E. All members of F.M.B.A. Local 42, shall be entitled to receive hour for hour compensatory time only for time spent in attendance of classes which have the prior written approval of the Chief and subject to the approval and discretion of the Chief. Proof of attendance, actual time spent in the classroom, and successful completion of the course is required in order to receive compensatory time. All expenses, including tuition, fees, gas, tolls, and mileage related to the attendance at the educational institution shall be the responsibility of the employee covered under this agreement. A maximum accrual of thirty two (32) hours of compensatory time will be allowed each calendar year for the purpose of attending class off duty. In no event will compensatory time in excess of four hundred and eighty (480) hours be granted. The Fire Chief or his/her designee is responsible for maintaining records of compensatory time earned and taken by employees covered under this agreement.

ARTICLE XI
CLOTHING ALLOWANCE

- A. The Township agrees to pay an annual clothing allowance of \$450.00 per year for the life of this Agreement only to new employees during the period of employment during the first ten years on the job. If an employee terminates his employment during the calendar year, said employee shall be entitled to one-twelfth (1/12) of the allowance for each month he worked up to six months, after which he will be entitled to the entire allowance.
- B. The Township will provide personal protective equipment within the guidelines of PEOSHA to all new employees on the payroll and covered by this Agreement at no cost to the employee.
- C. The Township shall, effective January 1, 1991, establish a fund in the amount of \$5,000 to bear the cost of replacing protective clothing outlined by the Occupational Safety Hazardous Act. Protective clothing having normal wear and tear as well as having accidental damage in the performance of the employee's duties shall be replaced at the expense of the Township from this fund. Protective clothing provided to new employees shall be excluded from this fund.
- D. The employee shall bear the cost of replacing personal protective equipment within the guidelines of PEOSHA only when the loss or damage of said items are a result of the employee's willful misconduct.
- E. All new employees shall receive the clothing allowance provided for in paragraph A upon completion of three (3) months employment.
- F. No more than one allowance may be paid to any employee in any one calendar year.
- G. Firefighters will not be required to wear the dress uniform while making in-service inspections, but the dress uniform hat will be worn for identification purposes.
- H. The prescribed Firefighter's uniform and work clothes will comply with the "Fire Department Specifications" as directed and issued under General Order 96-09, as amended now or in the future. The Township will discuss any changes in this regulation with the Association prior to implementation. The Township will continue to annually inspect all uniforms and work clothes, no later than April 1st of each year, to ensure that the uniforms and work clothes are maintained in accordance with the "Fire Department Specifications".
- I. The Firefighter will wear the prescribed uniform during working hours and when reporting for a recall as per G.O. 96-09. The prescribed uniform shall not be worn outside the firehouse except for reporting to and from work, and the wearing of a partial uniform is not permitted.
- J. When an optional item from the members uniform or work clothes is removed from an applicable General Order and/or Uniform Regulations, those members who already have purchased the optional clothing may continue to wear the clothing until the item is worn out and needs to be replaced. If the optional item had not been purchased by a member prior to the issuance of the applicable General Order and/or Uniform Regulations, the item should not be purchased by any member.

ARTICLE XII
LIFE INSURANCE

- A. The Township agrees to provide a \$10,000 death benefit to all employees covered under this agreement, at no cost to such employee, either through a life insurance policy or a self-insurance program.
- B. The Township agrees to provide a \$5,000 death benefit for death in the line of duty to all employees covered under this Agreement at no cost to such employee, either through a life insurance policy or a self-insurance program.
- C. The Township reserves the right to change insurance carriers during the lifetime of this Agreement, so long as substantially similar benefits and the same policy face value are provided by the new carrier.

ARTICLE XIII
TERMINAL LEAVE

A. Any employee who retires on a monthly pension payment from the Police and Firemen's Retirement System after completing twenty-five (25) years of service with the Township of Teaneck, shall be eligible for a terminal leave payment as heretofore calculated based on 50% of his accumulated sick leave time.

B. Any employee who retires on a monthly pension payment from the Police and Firemen's Retirement System before completion of twenty-five (25) years of service with the Township of Teaneck, shall be eligible for a terminal leave payment based on the ratio of his number of months of service to three hundred (300) months of service applied to 50% of his accumulated sick leave time. However, if an employee should retire because of a job related disability and receive a monthly pension from the Police and Firemen's Retirement System, the provisions of paragraph A shall apply.

C. In case an employee dies before retirement, the value of his accrued sick leave will be paid to his estate on the basis of the formula in paragraph A or B.

D. Employees shall be limited to a maximum of \$15,000 in terminal leave pay as heretofore calculated, provided however, that any Employee who has accrued terminal leave in excess of \$15,000 as of the date of the mutual execution of the Collective Negotiations Agreement, shall be limited to a maximum of the amount of such accrued terminal leave, not in excess of \$16,000 as heretofore calculated.

ARTICLE XIV
COLLECTIVE NEGOTIATIONS PROCEDURE

- A. The F.M.B.A. Negotiating Committee shall consist of no more than five (5) members, of which three (3) members shall constitute a quorum.
- B. A maximum of two (2) members of the F.M.B.A. Negotiating Committee shall be granted leave from duty with full pay for the purpose of negotiating the terms of an agreement, when such sessions take place at a time during which such members are scheduled to be on duty. Wherever practicable, such sessions shall be scheduled during the non-working time of the members of the F.M.B.A. Negotiating Committee.
- C. Collective negotiating meetings shall be held at times and places mutually convenient at the request of either the Township or the Association.
- D. The duly authorized negotiating agent of either the Township or the Association is not required to be an employee of the Township.

ARTICLE XV
NO-STRIKE PLEDGE

A. The Association covenants and agrees that during the term of this Agreement neither the Association nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike, slowdown, walkout or other job action against the Township. The Association agrees that such action would constitute a material breach of this Agreement.

B. A strike for the purposes of this article shall be defined as the concerted failure to report for duty or willful absence of an employee from his position or stoppage of work or abstinence in whole or in part from the full, faithful and proper performance of the employees' duties of employment.

C. In the event of a strike, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by an Association member shall entitle the Township to invoke any of the following alternatives subject to law:

1. Withdrawal of dues deduction privileges.
2. Termination of employment of such employee or employees subject, however, to the application of the Civil Service Law.

D. The Association will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, slowdown, walkout or other job action against the Township.

E. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek to obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Association or its members.

ARTICLE XVI
NON-DISCRIMINATION

A. There shall be no discrimination, interference, restraint, or coercion by the Township or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Association or because of any lawful activities by such employee, on behalf of the Association. The Association, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Association and shall not solicit membership in the Association or the payment of dues during working time.

B. Neither the Township nor the Association shall discriminate against any employee because of race, creed, color, age, sex, or national origin.

ARTICLE XVII
DEDUCTIONS FROM SALARY

A. The Township agrees to deduct from the salaries of its employees subject to this Agreement, dues for the Association. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S.) 52:14-15.9(e), as amended and/or any applicable laws. Said monies together with records of any corrections shall be transmitted to the Association office by the fifteenth (15th) of each month following the monthly pay period in which deductions were made. The Association will provide the necessary "check-off" authorization form and deliver the signed forms to the Township Finance Officer.

B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Association shall furnish to the Township written notice prior to the effective date of such changes, and the amount shall be uniform for all members.

C. The Association agrees that there shall be no discrimination, intimidation, coercion or harassment by it or its officers, agents or members against any employee who refuses or fails to execute an authorization card.

D. Any such written authorization may be withdrawn in accordance with State Law by filing of notice of such withdrawal with the Township Finance Officer. The filing of notice of withdrawal shall be effective to halt deductions in accordance with N.J.S.A. 52:14-15.93, as amended and/or any other applicable laws.

E. The Township agrees to deduct the fair share fee from the earnings of those employees who elect not to become members of the Association and transmit the fee to the majority representative.

F. The deductions shall commence for each employee who elects not to become a member of the Association on the first of the month following thirty (30) days written notice from the Association of the amount of the fair share assessment. A copy of the written notice of the amount of the fair share assessment must also be furnished to the New Jersey Public Employment Relations Commission. The deductions shall commence for each new employee on the first of the month following sixty (60) days of employment.

G. The fair share fee for services rendered by the Association shall be in an amount equal to the regular membership dues, initiation fees and assessments of the Association, less the cost of benefits financed through the dues available only to members of the Association, but in no event shall the fee exceed eighty-five percent (85%) of the regular membership dues, fees and assessments.

H. The Association shall establish and maintain a procedure whereby any employee can challenge the assessment as computed by the Association. This appeal procedure shall in no way involve the Township or require the Township to take any action other than to hold the fee in escrow pending resolution of the appeal.

The Association shall indemnify, defend and save the Township harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Township in reliance upon salary deduction authorization cards or fair share assessment information as furnished by the Association to the Township, or in reliance upon the official notification on the, letter head of the Association and signed by the President of the Association, advising of such changed deduction.

ARTICLE XVIII
RULES AND REGULATIONS

- A. The Township will discuss with the Association proposed new rules or modifications of the existing rules governing the working conditions before they are established.
- B. Copies of all General Orders shall be sent to the Association immediately upon promulgation.

ARTICLE XIX
SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in force and effect.

ARTICLE XX
FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

B. Unless a contrary intent is specifically expressed in this Agreement, all practices, procedures and policies governing existing terms and conditions of employment of firefighters which are not specifically enumerated or set forth in this Agreement, shall be maintained at less than the highest standards in effect at the time of execution of this Agreement and, during the term of this Agreement, any such practice, procedure or policy pursuant to any rule, regulation, instruction, directive, memorandum, general order, statute or otherwise and governing an existing term and condition of employment shall not be limited, restricted, impaired, removed or abolished unilaterally.

C. The parties agree that the prior practice involving meal relief is hereby abolished.

ARTICLE XXI
CONDUCTING ASSOCIATION BUSINESS

A. No Association member, officer or Job Steward shall conduct any Association business on Township time except as specified in this Agreement.

B. The Association's monthly meeting shall be permitted to be held in Fire Headquarters on the second Thursday of each month. Permission for any special meetings shall be obtained from the Chief or his designee. All on-duty Association Members will be allowed to attend all local F.M.B.A. monthly and special meetings.

C. The Association will notify the Township in writing of the one (1) Job Steward and the four (4) Alternates selected from the employee's group it wishes to authorize as the F.M.B.A. Grievance Committee to confer with management on grievances or other matters of mutual interest. The Township acknowledges the right of the Association to select representatives who are not employees to participate in such conferences.

D. The Township agrees that it will permit the authorized Job Steward or his Alternate (but not both at the same time) to take a reasonable amount of time from his job to investigate grievances without loss of pay provided arrangements to be excused are made with his supervisor in advance and further provided that such time spent on grievances does not interfere with the operations of the department.

E. The Township agrees that it will permit the authorized Job Steward and his Assistant or their Alternates, but not more than any two (2) such representatives at any one time, to take a reasonable amount of time from their jobs to confer with management on grievances without loss of pay, provided arrangements to be excused are made with their supervisor in advance and further provided that such time spent on grievances does not interfere with the operations of the department.

F. The Executive Delegate of the F.M.B.A. shall be granted leave from duty without loss of pay for all regular monthly State and Regional meetings of the F.M.B.A. or special meetings when such meetings take place at a time when such delegate is scheduled to be on duty. These meetings shall not exceed a total of eight (8) days per year.

Manpower permitting, and at the sole discretion of the Fire Chief only, the Union president may attend all regular monthly State and Regional meetings of the F.M.B.A. or special meetings when such meetings take place at a time when such president is scheduled to be on duty. These meetings shall not exceed a total of eight (8) days per year. At no time shall the Union president's leave from duty without loss of pay to attend said meetings result in the department incurring overtime due to insufficient staffing.

Within two (2) hours of the conclusion of said meeting the employee(s) shall return to work to complete the remainder of his/her shift if the meeting takes place on a scheduled work day.

Manpower permitting, the Township shall grant a leave of absence without loss of pay to the President and Executive Delegate or his/her alternate FMBA representative, to attend the annual League of Municipalities Conference. No more than one (1) bargaining unit member shall be granted leave of absence without loss of pay pursuant to this paragraph at any given time, and such absence shall only be granted where it does not cause the Township to incur overtime expense.

G. The Township shall grant a leave of absence without loss of pay to all authorized delegates of the F.M.B.A. to attend the New Jersey State F.M.B.A. Convention in accordance with N.J.S.A. 11:26C-4 and/or any other applicable laws. The Association shall attempt to equalize delegates among platoons.

ARTICLE XXII
JOB DESCRIPTIONS

The Township and the Association agree to abide by the New Jersey Department of Personnel Job Description for Firefighter.

ARTICLE XXIII
ACTING IN A SUPERIOR POSITION

- A. In the event an employee covered by the terms of this Agreement is detailed (assigned) to a higher rank than his/her own for an **entire** tour of duty (24 hours) for any station except Headquarters, he/she shall receive two hundred and fifty dollars (\$250.00) for the tour of duty so detailed (assigned). Written proof and approval for said compensation must be signed off by the Fire Chief for payroll purposes. The parties' agree that this benefit shall inure to employees upon the effective date of execution of the Memorandum of Agreement precedent to the execution of this Collective Negotiation Agreement. No retroactivity shall be provided in connection with employee's having previously served in a superior position on an "acting" or temporary basis prior to the effective date of the said Memorandum of Agreement.
- B. Effective and paid as of January 1, 2021, in the event an employee covered by the terms of this Agreement is detailed (assigned) to a higher rank than his/her own for any station except Headquarters, he/she shall receive extra compensation in the amounts set forth below depending upon the number of hours so detailed (assigned). Written proof and approval for said compensation must be signed off by the Fire Chief for payroll purposes. The parties agree that this benefit shall inure to employees effective January 1, 2021.
- 10 hours - \$100
 - 14 hours - \$150
 - 24 hours - \$250
- This provision will be fully effective and paid as of 1/1/2021.

ARTICLE XXIV
LEAVE WITH SUBSTITUTE

Employees covered by this Agreement may have unlimited Leave Tours with Substitute subject to the prior approval and at the discretion of the Chief or his designee

ARTICLE XXV
BEREAVEMENT LEAVE

- A. All employees covered by this Agreement shall receive up to three (3) calendar days for death in the immediate family from the date of death up to and including the day of the funeral.
- B. Immediate family is defined for the purposes of this Article to be as defined in Article VIII Sick Leave.
- C. Any extension of absence under this Article, however, may be charged against accumulated sick days or to be taken without pay for a reasonable period, provided that the Chief, or his/her designated representative, grants approval therefor. Each case shall be on its own merits without establishing a precedent.

ARTICLE XXVI
DEPARTMENTAL INVESTIGATIONS

In an effort to insure that departmental investigations are conducted in a manner which is conducive to good order and discipline, the following rules are hereby adopted:

- A. The interrogation of a member of the Fire Department shall be at a reasonable hour, preferably when the member of the Fire Department is on duty, unless the exigencies of the investigation dictate otherwise.
- B. The interrogations shall take place at a location designated by the Fire Chief. Usually it will be at Fire Headquarters or the location where the incident allegedly occurred.
- C. The member of the Fire Department shall be informed of the nature of the investigation before any interrogation commences. Sufficient information to reasonably apprise the member of the allegations should be provided. If it is known that the member of the Fire Department is being interrogated as a witness only, he should be so informed at the initial contact.
- D. The questioning shall be reasonable in length. Fifteen (15) minutes time shall be provided for personal necessities, meals, telephone calls and rest periods at the end of every two hours.
- E. The member of the Fire Department shall not be subject to any offensive language, nor shall he be threatened with transfer, dismissal or other disciplinary punishment. No promise of reward shall be made as an inducement to answering questions.
- F. At every stage of the proceedings, the Fire Department shall afford an opportunity for a member of the Fire Department, if he so requests, to consult with counsel and/or his Association representatives before being questioned concerning a violation of the rules and regulations during the interrogation of a member of the Fire Department, which shall not delay the interrogation beyond one (1) hour for consultation with his Association representative, or more than two (2) hours for consultation with his attorney. However, this paragraph shall not apply to routine day-to-day investigations.
- G. In cases other than departmental investigations, if an employee is under arrest or if he is a suspect or the target of a criminal investigation, he shall be given his right pursuant to the current decisions of the United States Supreme Court.
- H. Nothing herein shall be construed to deprive the Fire Department or its Officers of the ability to conduct the routine and daily operations of the Fire Department.

ARTICLE XXVII
CEREMONIAL DUTIES

A. In the event a fire officer/fire fighter in another department in the State of New Jersey is killed in the line of duty, the Township will permit at least one off-duty uniformed firefighter of the Township to participate in funeral services for the said deceased officer.

B. Subject to the approval of the Fire Chief or his/her designee, the Township will permit a Township fire vehicle to be utilized by the members in the funeral service.

ARTICLE XXVIII
TERM OF AGREEMENT

This Agreement shall be in full force and effect as of January 1, 2020 and shall remain in effect until December 31, 2023 without any reopening date. This Agreement shall continue in full force and effect from year to year thereafter, unless one part or the other gives notice, in writing, at least ninety (90) days prior to the expiration date of this Agreement of a desire to change, modify or terminate this Agreement.

In the event the Township enacts a layoff or furlough (excluding positions vacated through attrition) of one or more members during the term of this contract, the union may cancel the contract at the end of the year in which the layoff or furlough is instituted. The terms and conditions of the remainder of the contract period would be subject to bi-lateral negotiations, which may include binding interest arbitration. The union must give notice to the Township, in writing, at least ninety (90) days prior to the end of the year in which the Township enacted a layoff or furlough of the union's decision to invoke this provision.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals at Teaneck, New Jersey, this _____ day of _____, 2021.

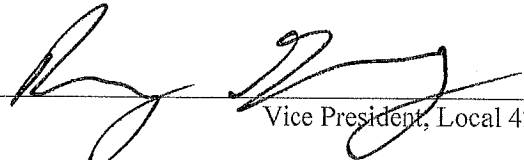
FIREMEN'S MUTUAL BENEVOLENT
ASSOCIATION, LOCAL #42 OF TEANECK

TOWNSHIP OF TEANECK
BERGEN COUNTY, NEW JERSEY

BY:



President, Local 42

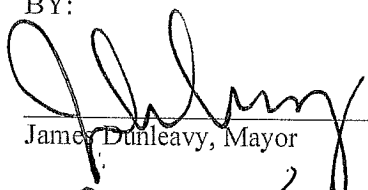


Vice President, Local 42

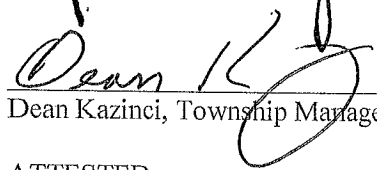
WITNESSED:

BY:

BY:

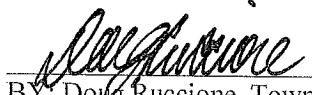


James Dunleavy, Mayor



Dean Kazinci, Township Manager

ATTESTED:



BY: Doug Ruccione, Township Clerk

SCHEDULE A

Single Coverage

Salary Range	2020	2021	2022	2023
Less than 20,000	4.50%	4.50%	4.50%	4.50%
20,000-24,999.99	5.50%	5.50%	5.50%	5.50%
25,000-29,999.99	7.50%	7.50%	7.50%	7.50%
30,000-34,999.99	10.00%	10.00%	10.00%	10.00%
35,000-39,999.99	11.00%	11.00%	11.00%	11.00%
40,000-44,999.99	12.00%	12.00%	12.00%	12.00%
45,000-49,999.99	14.00%	14.00%	14.00%	14.00%
50,000-54,999.99	20.00%	20.00%	20.00%	20.00%
55,000-59,999.99	23.00%	23.00%	23.00%	23.00%
60,000-64,999.99	27.00%	27.00%	27.00%	27.00%
65,000-69,999.99	29.00%	29.00%	29.00%	29.00%
70,000-74,999.99	32.00%	32.00%	32.00%	32.00%
75,000-79,999.99	33.00%	33.00%	33.00%	33.00%
80,000-94,999.99	34.00%	34.00%	34.00%	34.00%
95,000 and over	35.00%	35.00%	35.00%	35.00%

Family Coverage

Salary Range	2020	2021	2022	2023
Less than 25,000	3.00%	3.00%	3.00%	3.00%
25,000-29,999.99	4.00%	4.00%	4.00%	4.00%
30,000-34,999.99	5.00%	5.00%	5.00%	5.00%
35,000-39,999.99	6.00%	6.00%	6.00%	6.00%
40,000-44,999.99	7.00%	7.00%	7.00%	7.00%
45,000-49,999.99	9.00%	9.00%	9.00%	9.00%
50,000-54,999.99	12.00%	12.00%	12.00%	12.00%
55,000-59,999.99	14.00%	14.00%	14.00%	14.00%
60,000-64,999.99	17.00%	17.00%	17.00%	17.00%
65,000-69,999.99	19.00%	19.00%	19.00%	19.00%
70,000-74,999.99	22.00%	22.00%	22.00%	22.00%
75,000-79,999.99	23.00%	23.00%	23.00%	23.00%
80,000-84,999.99	24.00%	24.00%	24.00%	24.00%
85,000-89,999.99	26.00%	26.00%	26.00%	26.00%
90,000-94,999.99	28.00%	28.00%	28.00%	28.00%
95,000-99,999.99	29.00%	29.00%	29.00%	29.00%
100,000-109,999.99	32.00%	32.00%	32.00%	32.00%
110,000 and over	35.00%	35.00%	35.00%	35.00%

Member/Spouse/Partner or Parent/Child Coverage

Salary Range	2020	2021	2022	2023
Less than 25,000	3.50%	3.50%	3.50%	3.50%
25,000-29,999.99	4.50%	4.50%	4.50%	4.50%
30,000-34,999.99	6.00%	6.00%	6.00%	6.00%
35,000-39,999.99	7.00%	7.00%	7.00%	7.00%
40,000-44,999.99	8.00%	8.00%	8.00%	8.00%
45,000-49,999.99	10.00%	10.00%	10.00%	10.00%
50,000-54,999.99	15.00%	15.00%	15.00%	15.00%
55,000-59,999.99	17.00%	17.00%	17.00%	17.00%
60,000-64,999.99	21.00%	21.00%	21.00%	21.00%
65,000-69,999.99	23.00%	23.00%	23.00%	23.00%
70,000-74,999.99	26.00%	26.00%	26.00%	26.00%
75,000-79,999.99	27.00%	27.00%	27.00%	27.00%
80,000-84,999.99	28.00%	28.00%	28.00%	28.00%
85,000-99,999.99	30.00%	30.00%	30.00%	30.00%
100,000 and over	35.00%	35.00%	35.00%	35.00%

SCHEDULE B

2020 1.700%		2021 1.750%		2022 2.000%		2023 2.000%	
Year	Salary	Year	Salary	Year	Salary	Year	Salary
1	\$51,660.29	1	\$52,564.35	1	\$53,615.64	1	\$54,687.95
EMT	\$52,693.50	EMT	\$53,615.64	EMT	\$54,687.95	EMT	\$55,781.71
2	\$60,925.45	2	\$61,991.64	2	\$63,231.48	2	\$64,496.11
EMT	\$62,143.96	EMT	\$63,231.48	EMT	\$64,496.11	EMT	\$65,786.03
3	\$70,190.61	3	\$71,418.95	3	\$72,847.33	3	\$74,304.28
EMT	\$71,594.43	EMT	\$72,847.33	EMT	\$74,304.28	EMT	\$75,790.36
4	\$74,823.19	4	\$76,132.60	4	\$77,655.25	4	\$79,208.35
EMT	\$76,319.66	EMT	\$77,655.25	EMT	\$79,208.35	EMT	\$80,792.52
5	\$79,455.77	5	\$80,846.25	5	\$82,463.17	5	\$84,112.43
EMT	\$81,044.88	EMT	\$82,463.17	EMT	\$84,112.43	EMT	\$85,794.68
6	\$84,088.36	6	\$85,559.90	6	\$87,271.10	6	\$89,016.52
EMT	\$85,770.12	EMT	\$87,271.10	EMT	\$89,016.52	EMT	\$90,796.85
7	\$88,720.93	7	\$90,273.55	7	\$92,079.02	7	\$93,920.60
EMT	\$90,495.35	EMT	\$92,079.02	EMT	\$93,920.60	EMT	\$95,799.01
8	\$93,353.51	8	\$94,987.20	8	\$96,886.94	8	\$98,824.68
EMT	\$95,220.58	EMT	\$96,886.94	EMT	\$98,824.68	EMT	\$100,801.17
9	\$97,986.09	9	\$99,700.85	9	\$101,694.86	9	\$103,728.76
EMT	\$99,945.81	EMT	\$101,694.86	EMT	\$103,728.76	EMT	\$105,803.33
10	\$105,742.99	10	\$107,593.49	10	\$109,745.36	10	\$111,940.27
EMT	\$107,857.85	EMT	\$109,745.36	EMT	\$111,940.27	EMT	\$114,179.08
11	\$106,248.37	11	\$108,107.72	11	\$110,269.87	11	\$112,475.27
EMT	\$108,373.34	EMT	\$110,269.87	EMT	\$112,475.27	EMT	\$114,724.77
12	\$106,742.50	12	\$108,610.49	12	\$110,782.70	12	\$112,998.36
EMT	\$108,877.35	EMT	\$110,782.70	EMT	\$112,998.36	EMT	\$115,258.32
13	\$107,261.35	13	\$109,138.43	13	\$111,321.19	13	\$113,547.62
EMT	\$109,406.58	EMT	\$111,321.19	EMT	\$113,547.62	EMT	\$115,818.57
14	\$107,766.73	14	\$109,652.65	14	\$111,845.70	14	\$114,082.62
EMT	\$109,922.07	EMT	\$111,845.70	EMT	\$114,082.62	EMT	\$116,364.27
15	\$108,272.10	15	\$110,166.86	15	\$112,370.20	15	\$114,617.60
EMT	\$110,437.54	EMT	\$112,370.20	EMT	\$114,617.60	EMT	\$116,909.95
16	\$108,777.47	16	\$110,681.07	16	\$112,894.69	16	\$115,152.59
EMT	\$110,953.02	EMT	\$112,894.69	EMT	\$115,152.59	EMT	\$117,455.64
17	\$109,285.09	17	\$111,197.58	17	\$113,421.53	17	\$115,689.96
EMT	\$111,470.79	EMT	\$113,421.53	EMT	\$115,689.96	EMT	\$118,003.76
18	\$109,791.59	18	\$111,712.94	18	\$113,947.20	18	\$116,226.14
EMT	\$111,987.42	EMT	\$113,947.20	EMT	\$116,226.14	EMT	\$118,550.67
19	\$110,296.97	19	\$112,227.16	19	\$114,471.71	19	\$116,761.14
EMT	\$112,502.90	EMT	\$114,471.71	EMT	\$116,761.14	EMT	\$119,096.36
20	\$110,801.21	20	\$112,740.24	20	\$117,622.21	20	\$119,974.65
EMT	\$113,017.24	EMT	\$114,995.04	EMT	\$119,974.65	EMT	\$122,374.14

21	\$111,308.83	21	\$113,256.73				
EMT	\$113,535.01	EMT	\$115,521.87				
22	\$112,320.70	22	\$114,286.31				
EMT	\$114,567.11	EMT	\$116,572.04				
23+	\$113,332.57	23+	\$115,315.89				
EMT	\$115,599.22	EMT	\$117,622.21				