

ARTICLE XXXIII

MILEAGE REIMBURSEMENT

\$.035/mile

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their respective authorized representatives the day and year first aforesaid.

ATTEST:

Verla Birch

TOWNSHIP OF UNION IN THE  
COUNTY OF UNION

By: Carly Tapp

ATTEST:

Joseph M. DeLoeve

LOCAL NO. 46, FIREMEN'S MUTUAL  
BENEVOLENT ASSOCIATION

By: Carl Owen President

**AGREEMENT**

**Between**

**THE TOWNSHIP OF UNION**

**and**

**LOCAL NO. 46**

**FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION**

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**January 1, 2009 through December 31, 2012**

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This Agreement, made this \_\_\_\_\_ day of \_\_\_\_\_, 2010 between the TOWNSHIP OF UNION, in the County of Union, a municipal corporation of the State of New Jersey, hereinafter referred to as the "Township," party of first part AND the FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION, LOCAL 46, hereinafter referred to as the "FMBA" or "Association," party of the second part.

### WITNESSETH

Whereas, in accordance with said agreement, ongoing negotiations have been taking place, looking to the conclusion of an agreement for the years 2009, 2010, 2011, and 2012.

Whereas, the parties hereto have now concluded said negotiations and agreement has been reached.

Now, therefore, in consideration of the sum of One Dollar (\$1.00) and other good and valuable considerations, the parties hereto do agree that the aforesaid contract between the parties of the first part and the parties of the second part, be and the same shall be ratified and shall remain in full force and effect until a future contract shall be ratified.

### ARTICLE I

#### RECOGNITION

A. The Township reaffirms its prior recognition of Local No. 46, Firemen's Mutual Benevolent Association, as the sole and exclusive representative for the uniform ranks of all the Fire Department, excluding the Chief of the Department and the Superior Officers thereof.

B. The parties hereto agree, that the FMBA has the right to negotiate concerning salaries, hours of work, and other terms and conditions of employment, including fringe benefits and working conditions and grievances for the personnel covered by this contract.

C. The hydrant man on the salary roll of the Fire Department of the Township of Union as of the date of this contract shall be afforded the privileges of this contract, notwithstanding that they are civilian employees of the Fire Department. Any future non-uniformed civilian employees shall not be covered by this contract.

## ARTICLE II

### ACTING CAPACITY

Any employee who is directed by a superior to perform services of a type required of an employee of a higher rank for a period of one (1) full work day shall be considered as acting in the capacity of that higher rank and shall be paid at the rate of pay of the higher rank.

## ARTICLE III

### ASSOCIATION RIGHTS AND PRIVILEGES

A. The Township agrees to make available to the FMBA at the expense of said FMBA any and all public documents on the same basis that such public documents are available to the general public.

B. The Township agrees to permit the FMBA to continue using Fire Station #2, basement only, for storage of FMBA desk, filing cabinets and related items of the FMBA. The Township also agrees to permit the FMBA to continue the use of Fire Station #2, basement level, for its monthly and any special meetings of the FMBA.

C. The Chief shall permit the FMBA the use of one bulletin board in each firehouse for the posting of notices concerning the FMBA business activities. Such notices must not contain obscene, defamatory or offensive language.

D. The Township shall permit the FMBA reasonable use of the copy machines, typewriters, desks and other related clerical items during such times that they are not in use for Fire Department business.

E. Neither the Township nor the FMBA shall discriminate against any member because of race, creed, color, age, sex, national origin or membership or non-membership in the FMBA or FMBA activity or non-activity.

F. Nothing shall abridge the right of any duly authorized representative of the FMBA to present the views of the FMBA to the citizens of the Township on issues, which affect the welfare of the FMBA.

G. The FMBA shall be allowed to continue the solicitation of advertisements and the selling of dance tickets for the annual FMBA Dance, in accordance with existing regulations and statutes.

#### ARTICLE IV

##### DUES DEDUCTION AND AGENCY SHOP

A. Upon receiving the written voluntary authorization and assignment of an employee covered by this Agreement (in the form agreed upon between the Employer and the FMBA and consistent with applicable law), the Employer agrees to deduct membership dues (and initiation fees where applicable), in such amounts as shall be fixed pursuant to the By-Laws and Constitution of the FMBA during the full term of this Agreement and any extension or renewal thereof. The Employer shall promptly remit monthly any and all amounts so deducted with a list of such deductions to the Secretary-Treasurer of the FMBA.

B. If, during the life of this Agreement, there shall be any change in the rate of membership dues, the FMBA shall furnish to the Employer written notice thirty (30) days prior to the effective date of such change.

C. The FMBA will provide the necessary "check-off authorization" form to its new members and the FMBA will secure the signatures of its members on the forms and deliver the signed forms to the Employer. The authorization of all current FMBA members already in the possession of the Township shall remain effective during the term of this Agreement. The FMBA shall indemnify, defend and save the Employer 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 Employer in reliance upon the salary deduction authorization forms submitted by the FMBA to the Employer.

D. The Employer will notify the Secretary-Treasurer of the FMBA of the hiring of all employees, their addresses, birth date, classification, rate of pay and social security number; and of all removals of employees from the employer's payroll.

E. Any employee in the bargaining unit on the effective date of this Agreement who does not join the FMBA within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the unit, and any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit shall pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount up to eighty-five (85%) percent of the regular FMBA membership dues, fees and assessments as certified to the Employer by the FMBA. The FMBA may revise its certification of the amount of the representation fee at any time to reflect changes in the FMBA membership dues, fees and assessments. The FMBA's entitlement to the



representation fee shall continue beyond the termination date of this Agreement so long as the FMBA remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement by the FMBA and the Employer.

F. The FMBA hereby certifies that it has established a demand and return system which provides pro rata returns and which otherwise meets the requirements of N.J.S.A. 34:13a-5.5 et seq.

G. The FMBA shall indemnify and hold the Employer harmless against any and all claims, demands, suits and other forms of liability that may arise out of, or by reason of any action taken or not taken by the Employer in conformance with this provision. The Union shall intervene in, and defend, any administrative or court litigation concerning this provision. In any such litigation, the Employer shall have no obligation to defend this provision but shall cooperate with the FMBA in defending this provision.

## ARTICLE V

### ECONOMIC BENEFITS OTHER THAN SALARY

A. Pension Fund Benefits

1. Payments to the Pension Fund shall be made in accordance with the statute.

B. Medical Expenses

1. If the Township provides for inoculations to the public, Association members will be permitted a reasonable period of time to receive the inoculations.

2. The FMBA and its individual members will hold the Township harmless from any liability resulting from influenza inoculations.

C. Reimbursement for Expenses

1. Meals shall be paid for or reimbursed by the Township at the rate specified in Schedule I attached hereto. Meal reimbursement will be authorized for personnel on duty in a holdover status at normal eating hours.

2. Mileage. In the event a member of the Association is authorized to use his own vehicle for transportation, mileage shall be computed to and from the Fire Department Headquarters, as specified in Schedule II attached hereto.

D. Terms and Conditions of Reimbursements

1. Schools. Members of the Association shall be paid for meals and mileage if not provided, while attending a school authorized to attend. Mileage shall be computed from Fire Department Headquarters or the home of the member to the school, whichever is the shortest.

2. Court Appearances. Meals and mileage expense shall be paid to all off-duty members of the Association while attending court or administrative hearings out of the Township with the exception of actions in any court or civil jurisdiction, if the Chief does not provide transportation, or it is not practical to eat at home.

3. Other Assignments. Meal and mileage shall also be paid to any member of the Association while on any official assignment for the Department when an official car is not available and/or when it is not practical for the member of the Association to eat at home.

E. Tolls

All members of the Association shall be compensated for any toll expense incurred while acting in any capacity heretofore so defined upon receipt and approval of validated receipts.

This shall include receipts for parking fees also.

F. All of the foregoing items in Sections, C, D and E are subject to approval of the Chief of the Department.

G. Upon the death of any FMBA member, the member or his family has the right to retain the member's uniform badge.

## ARTICLE VI

### EDUCATION

A. Employees may request authorization from the Chief, or his designee, to attend an accredited college or university for the purpose of taking courses leading to an AA or BA/BS degree in fire science or otherwise relating to fire science.

B. Employees authorized to take such classes shall be compensated at the prevailing state college credit hour rate, provided the employee has received at least a grade of "C" or its equivalent.

C. Any employee may, with the approval of the Chief, or his designee is permitted to attend fire science or fire science related seminars with pay. The Township shall pay for the cost of such seminars and reasonable travel expenses.

D. Any uniformed member of the Fire Department who attends and successfully completes a fire science related course on his own time will be reimbursed for tuition and reasonable travel expenses in connection with attendance at said course, provided:

1. The Chief, or his designee, approves the employee's attendance; and

2. The Chief, or his designee, approves the course; and
3. The employee submits proof of satisfactory completion of the course.

E. Such authorization to attend college regarding job related courses, seminars, classes or courses shall not be unreasonably denied.

F. Members with college degrees will receive the following annual compensation to be paid on December 1<sup>st</sup> of each year of this Agreement:

Associate Degree:	\$500.00
Bachelor Degree:	\$1000.00

Successful completion of the degree shall be evidenced by submission of an official transcript with raised seal sent directly to Administrator's office by the educational institution.

## ARTICLE VII

### EMOBODIMENT OF AGREEMENT

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues, which were or could have been the subject of negotiations. During the terms 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. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.

## ARTICLE VIII

### FMBA NEGOTIATING COMMITTEE

A. There shall be no more than four (4) members on the FMBA Negotiating Committee. These members shall be granted leave from duty with full pay for all meetings between the Township and the FMBA for the purpose of negotiating an agreement when such meetings take place at a time during which such members are scheduled to be on duty. The names of the members of the Negotiating Committee shall be furnished to the Chief of the Fire Department within forty-eight (48) hours of their appointment. Members of the negotiating team shall notify the Platoon Commander through the Station Captain at least twenty-four (24) hours in advance in writing, of negotiating sessions scheduled by the Township negotiator.

B. All reasonable efforts shall be made to handle negotiating proceedings and related conferences involving members of the FMBA and Chief of the Township during non-working hours. However, when extreme urgency demands that such items shall be conducted during working hours, authority shall be granted for such FMBA members as may be authorized to attend such meeting during working hours without any loss of pay.

## ARTICLE IX

### FUNERAL LEAVE

A. Special leave of absence with pay shall be granted to any member of the Union Fire Department who has had a death in the family.

B. Special leave of absence with pay shall be construed to mean time of death until 48 hours after the funeral for personnel assigned to the 24-hour shift duty and four (4) working days for personnel on the 40-hour shift.

C. This special leave may be extended by the Chief of the Fire Department for reasonable travel time or other unusual circumstances beyond the control of the member.

D. Above noted special leave should be granted to members of the Association who have had a death of a member of their immediate family.

E. The term immediate family, noted above, shall include the member's spouse, child or stepchild, mother, father, brother, sister, grandparents, grandchildren, mother-in-law, father-in-law, or other relative living in the household of the member.

F. In addition, members of the Association will be entitled to one (1) 24-hour day as leave for personnel assigned to the 24-hour shift and will be entitled to attend the funeral of the employee's sister-on-law and brother-in-law (if spouse's brother or sister), son-in-law, daughter-in-law, or grandchildren of said member.

G. Members working straight days shall be entitled to one (1) 24-hour shift off duty to attend the funeral of the member's sister-in-law and brother-in-law (if spouse's brother or sister), son-in-law and daughter-in-law, aunt, uncle or grandchildren, if said member would be scheduled for duty the day of the funeral.

H. Members assigned to the 24-hour duty shall be entitled to one (1) ten-hour shift off duty (days) or 14-hour shift off duty (nights) to attend the funeral of the member's aunt or uncle.

I. Except as set forth in Paragraph H, members shall not be required to return to duty sooner than their next scheduled tour following the day of funeral services.

## ARTICLE X

### GRIEVANCE PROCEDURE

A. The Grievance Committee shall consist of not more than four (4) members of the FMBA selected by the FMBA. These employees shall be granted leave from duty with pay to attend meetings between the Committee and the Chief of the Fire Department and between the Committee and the Municipal Administrator for the purpose of processing grievances. The names of the members of the Grievance Committee shall be filed with the Chief of the Department within forty-eight (48) hours after their appointment.

B. The procedure for adjusting grievances shall provide the employee with full opportunity of presentation of his grievance and for the participation of the FMBA representatives. Should a dispute arise between the Township, the FMBA and any member employee as to the meaning, application or operation of any provision of this Agreement, such dispute or difference shall be presented by any one of the parties within no more than fifteen (15) days from the time the dispute or difference arose, and settled in the manner prescribed herein. The procedure hereby established, unless by mutual consent changed or waived, in part or entirety, shall be as follows:

STEP 1. The grievance shall initially be settled, if possible, internally, between the grievant and his immediate superior officer. If they fail to reach an agreement within five (5) working days, the grievant shall furnish a written statement of the grievance to the Chief of the Department, and the Chief is authorized to attempt settlement of the grievance at that level.

STEP 2. If the matter of the grievance cannot be settled internally, then the record of the grievance should be submitted to the Municipal Administrator or his designee within five (5) working days.

STEP 3. The Municipal Administrator or his designee is hereby authorized and empowered to hold a conference concerning the grievance within five (5) working days. The Administrator shall answer the grievance within five (5) calendar days after said conference. In the event the Municipal Administrator is unable to settle the grievance at Step 3, then the matter will be referred as hereinafter-set forth in Step 4.

STEP 4. In the event the Municipal Administrator and the FMBA and the grievant are unable to settle a dispute in Step 3 above, the FMBA may present such grievance in writing within twelve (12) working days thereafter to the New Jersey Public Employment Relations Commission for arbitration. The arbitrator shall be bound by the provisions of this Agreement and the Constitution and laws of the State of New Jersey.

The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement, or any amendment or supplement thereto. The decision of the arbitrator shall be final and binding.

C. All reasonable efforts shall be made to handle grievance proceedings and related conferences involving members of the FMBA and the Chief of the Township during non-working hours. However, when extreme urgency demands that such items shall be conducted during working hours, authority shall be granted for such FMBA members as may be authorized to attend such meetings during working hours without any loss of pay.

## ARTICLE XI

### HOLIDAYS

A. The members of the Association shall be entitled to thirteen (13) paid holidays per year.



B. If a holiday falls on a Saturday, it shall be observed on the preceding Friday by members working straight days or Tour 5. If a holiday falls on a Sunday, it shall be observed on the following Monday by members working straight days or Tour 5, unless otherwise directed by the Township Committee.

C. For the period of this contract, the following holidays will be observed:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Lincoln's Birthday	General Election Day
Washington's Birthday	Veterans' Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

D. The "letter of Understanding, Holiday Pay/Attendance for the Administrative Staff of the Fire Department" shall also remain in effect from January 1, 2009 through December 31, 2012.

## ARTICLE XII

### HOURS OF WORK

A. Employees who are assigned to fire fighting platoons shall be scheduled to work a maximum of not more than forty-two (42) hours per week, based on an eight (8) day cycle. The present schedule, whereby such firefighting employees work one (1) twenty-four (24) hour day with seventy-two (72) hours off, shall be continued for the life of this contract under all existing and prevailing working conditions.

B. Employees who are assigned to straight day work shall be scheduled to work not more than forty (40) hours per week, based on a five (5) day cycle, Monday through Friday. The hours are to be determined by the Chief of the Fire Department. The aforesaid shall be under all existing and prevailing working conditions.

C. Employees who are assigned to straight day work (Tour 5 personnel), may, with the mutual agreement of the Chief of the Fire Department and the employee, have their schedule changed to ten (10) hour day shifts, four (4) days per week or any other variation of the forty (40) hour work week, not to exceed forty (40) hours per week. The purpose intended is to allow adjustments to work loads and inspection/firefighting work overlaps with the intent to provide increased departmental efficiency.

### ARTICLE XIII

#### INSURANCE

A. Except as provided in Paragraphs B and K herein, the Township shall provide the following group Health Insurance coverage for all active and retired officers (after 25 years of service) and all eligible dependents as defined in the policies of insurance:

1. Basic medical with coverage at least equal to or better than that which has heretofore been in effect, subject to Paragraph K.

2. Major medical with coverage at least equal to or better than that which has heretofore been in effect, subject to Paragraph K.

3. Dental with coverage at least equal to or better than that which has heretofore been in effect with a \$1,500.00 limit.

4. Effective November 26, 2007, or as soon as is administratively feasible, prescription with coverage at least equal to that which has heretofore been in effect, subject to a twenty (\$20.00) dollar co-pay for non-generic drugs; a five (\$5.00) dollar co-pay for generic drugs; mail order drugs (three [3] month dosage) at ten (\$10.00) dollar co-pay for generic drugs; a forty (\$40.00) dollar co-pay for non-generic drugs.

5. Effective May 1, 2010, the health insurance plan provided by the Township, including the prescription plan will change to the New Jersey State Benefit Direct 10 Plan.

The prescription plan shall be the Prescription Drug Plan for Local Government Employees which includes out-of-pocket prescription co-pays as follows:

<b>RETAIL PHARMACY PRESCRIPTIONS</b>		
Number of Days	Generic Co-Pays	Name Brand Co-Pays
1-30	\$3.00	\$10.00
31-60	\$6.00	\$20.00
61-90	\$9.00	\$30.00
<b>MAIL ORDER</b>		
1 - 90	\$5.00	\$15.00

If there are any future changes to health benefits, the standard shall be that the new plan must be equal to or better than the State Health Benefits Plan Direct 10 Plans for year 2010. Therefore, any change from the current benefits which are in effect when the Plans commence must be equal to or better than those previously provided by the SHBP Direct 10, as of 2010.

B. Except as provided in sub-paragraph (1) (below), in the event an employee elects to take a deferred pension, early retirement or resigns or retires for disability occurring other than in the line of duty, the employee shall not be entitled to continuance of the aforesaid insurance at the expense of the Township. The Township agrees, however, that the employee may continue coverage under the Township Group at the employee's own cost and expense.

1. If a member retires because of disability resulting from injury incurred in the line of duty, whether traumatic or not, or in the event a member of the Department elects to take a deferred pension, early retirement, or resigns, or retires with disability occurring other than in the line of duty, and at the time of said retirement or resignation has twenty (20) or more years of service, either with the Department or in the Police and Firemen's Retirement System, he or she shall be entitled to the continuance by the Township in his or her favor of the full insurance package provided for in this contract.

C. If an employee's retirement is occasioned by a disability occurring in the line of duty, traumatic or not, he or she shall be entitled to continuance of all insurance provided for in this contract.

D. The Township shall continue to pay the premium required to provide full benefits for the surviving spouse and dependents of any member who expires either before or after retiring after twenty (20) years of service. In addition, the Township shall continue to pay the premium required to provide full benefits for all dependents of members who retire because of injuries incurred in the line of duty, and who subsequently expires, until the surviving spouse or said member either dies or remarries.

E. Whenever, by reason of this contract, the Township carries a member, dependent or survivor, as part of any group insurance program, the member, dependant or survivor so

carried shall annually certify to the Treasurer of the Township that he is, as of the date of said certification, not covered by any other basic medical or major medical insurance.

F. The Township shall maintain Workers' Compensation Insurance covering all members of the Association.

G. The Township agrees to comply with the provisions of N.J.S.A. 40A:14-28 whenever a member of the Union Fire Department is a Defendant in any action or legal proceeding arising out of or incidental to the performance of his duties. The Governing Body of the Municipality shall provide said member with the necessary means for the defense of such action or proceeding, including legal counsel and costs for all related defense expenditures other than for his defense in a disciplinary proceeding instituted as a result of a complaint on behalf of the Municipality. If any such disciplinary or criminal proceeding instituted by or on complaint of the Municipality shall be dismissed or finally determined in favor of the member, he shall be reimbursed for the expense of his defense.

H. The Township shall provide Automobile Liability Insurance covering all vehicles used by the Association in an amount of at least \$500,000.00 for each person and each occurrence for bodily injury, and \$100,000.00 for each occurrence for property damage with a \$1,000,000.00 Umbrella Liability Policy.

I. The Township shall also provide Automobile Liability Insurance coverage, covering all vehicles owned by members, while such vehicles are being used in the performance of the business of the Township of Union Fire Department. This coverage may be in lieu of or in addition to any coverage provided by the individual member.

J. The Township shall pay an additional \$10,000.00 death benefit to the named beneficiary of the deceased member of his estate for accidental death, which said benefit is

exclusive of any Workers' Compensation award or judgments resulting from a civil action or pension benefits. Said payment shall be funded by a group insurance policy to be maintained by the Township and payment therefrom shall be made by said insurance carrier upon the proper application being made thereto. The aforesaid death benefits shall only be afforded to members of the Association while they continue to be members thereof. It shall not continue in force upon the resignation, dismissal or retirement of a member from the Association.

K. The FMBA agrees to appoint one (1) member to a Group Health Insurance Review Committee comprised of one (1) representative of each of the Township's Collective Bargaining Units and the Township Administrator or his designee. The purpose of the review committee shall be to review and recommend to the Township Committee appropriate modifications to group health coverage to either enhance benefit levels, reduce costs or both. Voting members of the review committee shall be the representatives of the PBA, SOA, FMBA, FOA, Council #8, Supervisors Unit and the Township Administrator or his designee. Recommendations of the Group Health Insurance Committee shall be by majority vote of the voting members present at a properly constituted meeting, which shall then be binding on the FMBA, upon acceptance by the Township.

The Township agrees that any modification to the group's dental, prescription plan coverage, deductibles or co-payment levels shall be upon recommendation of the review committee and subject to the acceptance of the Township.

L. Each member shall enjoy the right to elect not to be covered under the medical insurance provided by the Township. If a member elects not to be covered under the Township's medical plan, the employee shall be paid a stipend in the amount of \$3000 for each year they elect not to be covered. This stipend shall be made in payments of \$1,500.00 each on July 1<sup>st</sup>

and on December 1<sup>st</sup>. Any employee who exercises this option, shall, without exception, unilaterally retain the right to be reinstated into the Township's medical plan. Any member electing to be reinstated may do so on January 1 or July 1 of any year, with the aforementioned stipend to be prorated.

#### ARTICLE XIV

##### LEAVE OF ABSENCE, MILITARY AND MARITAL

A. Any regular employee who is called into active service, or who volunteers for service, in the Armed Forces of the United States, shall be given a leave of absence for, and will accumulate seniority during such period of service not to exceed four (4) years. Upon the termination of such service, he/she will be reemployed at the rate of pay prevailing for work to which he/she is assigned if he/she has not been dishonorably discharged, there is work available, he/she is physically, mentally and emotionally able to perform such work, and he/she makes written application for reinstatement within ninety (90) days after discharge.

B. Any employee covered by this contract shall be entitled to Military and National Guard and Reserve leave and pay in accordance with the Statute and Civil Service Rules and Regulations in such cases made and provided.

C. Any member planning marriage will be entitled to a special leave off duty without being charged to any account, provided notice of same is given to the Chief of the Department or his designee twenty-one (21) days in advance.

1. Members working the 5<sup>th</sup> tour: Four days
2. Members working the 24-hour tour: Two 24-hour days

Marriage leave may not be used more than once in a member's career with the Township.

ARTICLE XV

LONGEVITY

A. The longevity program is reaffirmed, and shall not be reduced in any manner during the life of this contract. Said longevity program shall provide additional compensation for each member, as described below. In addition to his or her annual salary, each employee hired before March 1, 2000 shall receive longevity pay in equal bi-weekly installments according to the follow schedule:

<u>YEARS OF SERVICE</u>	<u>ADDITIONAL COMPENSATION PER YEAR</u>
Upon completion of 5 years	2% of base salary
Upon completion of 10 years	4% of base salary
Upon completion of 15 years	6% of base salary
Upon completion of 20 years	10% of base salary
Upon completion of 24 years	12% of base salary

Employees hired by the Township after March 1, 2000:

<u>YEARS OF SERVICE</u>	<u>ADDITIONAL COMPENSATION PER YEAR</u>
Upon completion of 5 years	2% of base salary
Upon completion of 10 years	4% of base salary
Upon completion of 15 years	6% of base salary
Upon completion of 20 years	8% of base salary

B. Longevity payments shall commence with the first pay period immediately following the employee's anniversary date, as indicated above and shall be paid in equal installments thereafter.



ARTICLE XVI

MANAGEMENT RESPONSIBILITY

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. The executive management and administrative control of the Township Government and its properties and facilities and activities relating to or affecting employment of its employees;
2. To hire all employees and subject to the provisions of law, to determine their qualifications and conditions 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 and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the Constitution and the Laws of New Jersey and of the United States and 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 of the United States, and ordinances of Union Township.

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

D. Nothing contained herein shall be construed to deny or restrict employees of their rights under the Constitution and Laws of New Jersey and of the United States, more particularly N.J.S.A. 34:13A-5.3.

## ARTICLE XVII

### MAINTENANCE OF STANDARDS

Except as modified by or provided elsewhere in this Agreement, all mandatorily negotiable terms and conditions of employment shall be maintained at the highest standards in existence at the execution of this Agreement.

## ARTICLE XVIII

### NO-STRIKE PLEDGE

A. The FMBA covenants and agrees that, during the term of this Agreement neither the FMBA nor any person authorized to act in its behalf will cause, authorize or support any strike (i.e., the concerted failure to report for duty, or concerted willful absence of a firefighter from his duties of employment), or other job action (concerted refusal to perform assigned duties), against the Township. The FMBA agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike or job action, it is covenanted and agreed that participation in any such activity by any FMBA member shall be deemed grounds for disciplinary action.

C. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek and 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 FMBA or its members.

## ARTICLE XIX

### OVERTIME

A. Compensation for overtime shall be paid in accordance with the statute in such case made and provided, presently at time and one-half (1 & ½) the prevailing hourly wage rate. Said prevailing hourly wage rate shall be determined from the annual salary which shall be set forth in the salary ordinance to be hereafter adopted by the Township Committee.

B. If a member is obliged to continue on firefighting duty after his ordinary tour of duty terminates; he is to be compensated at the overtime rate of one and one-half times his prevailing hourly wage rate for a guaranteed minimum of two (2) hours.

C. If a member is recalled to duty from the recall platoon, he shall be paid at the overtime rate of one and one-half times his prevailing hourly wage rate for a guaranteed minimum of six (6) hours.

D. If a member is called back to duty on his day off during which he is not subject to recall, he shall be paid at the overtime rate of one and one-half times his prevailing hourly wage rate for a guaranteed minimum of six (6) hours.

E. It is understood and agreed that, upon being held over or recalled on a day off, such a member of the Association may be obliged to continue on duty for the full number of hours for which he is guaranteed overtime pay; provided, however, that the member, if he does

not desire to so continue, and his services can be dispensed with, may elect to be paid only for such minutes or hours as he actually worked at the aforesaid rate of one and one-half times his prevailing hourly wage rate. It is further understood and agreed that in the event any member is required to remain overtime for not more than fifteen (15) minutes awaiting the arrival of his replacement, that there shall be no compensation for this additional time.

F. All overtime, as outlined herein, must be authorized and approved by the Chief of the Fire Department.

G. Any authorized overtime for non-emergency duty, such as training, education, fire prevention, maintenance, administration or clerical, shall be compensated at the overtime rate for the actual number of hours so worked, or, in the alternative, by compensatory time off at one and one-half times the actual number of hours worked, guaranteed minimum of two (2) hours.

H. If any said personnel is required to perform non-emergency duty on a Saturday, Sunday or legal holiday as herein named, then and in that event, they shall be guaranteed compensation for four (4) hours at the rate of time and one-half their regular hourly rate of wages.

I. If a member is off duty and is required by the Township to be in attendance at any court other than as a witness in a civil action, he shall be compensated therefore at time and one-half of his regular hourly rate of wages for the number of hours actually in attendance at said court with a guaranteed minimum of two (2) hours.

J. Overtime pay shall be calculated at the per diem rate of pay for the member of the Association called upon to work overtime. If a member works consecutive day and night tours, he shall be paid in two (2) per diem wages.

ARTICLE XX

PERSONAL DAYS

A. Each member of the Association shall be entitled to three (3) personal days leave with pay per year.

B. Application for such personal days leave shall be made to the Chief Officer in charge of said member's platoon, at least seventy-two (72) hours in advance of said leave. The Chief Officer in charge of the member's platoon under extreme conditions may waive this provision.

C. Not more than two (2) firemen may take personal days at any one time.

D. At the election of the member concerned, personal days may be used or accumulated, or can be posted as compensatory time. At the discretion of the Chief of the Fire Department, such accumulated or posted compensatory time may be used for vacation purposes.

E. Personal days, which have been put away as compensatory time may be used any time during the year except for the period between June 15 and September 15. A compensatory personal day cannot be used if it causes overtime.

F. Such accumulated compensatory time as may exist at the time of the retirement or death of a member of the Association, shall be paid to said member or said member's estate in full at the prevailing wage of such member at the time of said member's death or retirement, or in lieu thereof, such accumulated compensatory time may be taken as supplemental terminal leave.

G. No personal days may be authorized for any tour of duty commencing on any of the holidays mentioned under the section of this contract entitled HOLIDAYS. In addition to these thirteen (13) days, Christmas Eve and New Year's Eve shall be included.

H. It is hereby understood the term “commencing” is defined as the start of the morning shift on December 24<sup>th</sup> and continuing up to December 25<sup>th</sup> morning shift and the start of the morning shift on December 31<sup>st</sup> and continuing up to January 1<sup>st</sup> morning shift. No personal days, unused personal days or compensatory time will be allowed to be used for declared Fire Division holidays.

I. One personal day shall constitute either the hours of 0800 hours to 1800 hours or 1800 hours until 0800 the next morning. If the full twenty-four (24) hours are taken off, this time shall constitute two (2) personal days off.

J. Notwithstanding any other provision in this Article, not more than two (2) unit employees shall be entitled to take a personal leave day at the same time.

K. Administration Days: Each full time employee covered by this Agreement shall receive (3) administrative personal days during each year of this Agreement, to be used in the calendar year earned. The aforementioned days shall not be used unless previously approved by the platoon commander or his designee or if the day will create scheduled overtime. Said days shall be in addition to the three (3) personal days that all employees currently receive.

## ARTICLE XXI

### PERSONNEL FILES

A. The Township agrees that a personnel file will be maintained on each member of the Association which shall include a record of all oral and written reprimands, copies of which must be served on the member.

B. The contents of the personnel file shall be confidential. However, on the anniversary date of the appointment of each member, each said member shall be entitled to personally review the contents of his file upon reasonable notice to the Chief of the fire Department. In the event charges or reprimands have been preferred against a member of the Association, such member or his counsel may have access to the contents of such file, in connection with the preparation of his defense to such charges.

C. Such file may be considered by the appointing authority in connection with duty assignments and promotions.

## ARTICLE XXII

### REASSIGNMENT OF PERSONNEL

A. In the event a vacancy in any position within the Union Fire Department may exist or is anticipated, the Chief of the Fire Department shall notify all Association members. Said members may indicate an interest in a transfer to such vacancy, and shall notify the Chief of the Fire Department within five (5) calendar days of their interest in such reassignment.

B. Such notification shall be in writing.

C. The Chief of the Fire Department shall consider the member's seniority and qualifications for such reassignment. Granting of requests shall not be denied without good reason.

D. Denial of any such requests shall be made known to the member by the Chief of the Fire Department within five (5) calendar days after receipt of such request.

E. Any transfer mandated by the Chief of the Fire Department shall ensure that no Association member works more than an average of forty-two (42) hours per week in the case of a member serving on the firefighting platoons, or forty (40) hours per week in the case of a member serving on the straight day force. If any Association member is required to work more than the aforementioned hours in either case outlined above, said member shall receive overtime pay for the full minimum mandated pay as outlined under "Overtime."

### ARTICLE XXIII

#### RETIREMENT BENEFITS

A. Upon the retirement, resignation or death of a member of the Association after twenty-five (25) years of service, or upon the retirement, resignation or death of a member of the Association who is forced to retire or expires because of an in-service injury, said member shall be entitled to the following:

1. 78 hours severance pay at the retiring rate of pay.
2. Money value of such vacation as may have been earned by him in the year prior to his retirement, not taken by him, and the money value of the full term of vacation to which he would be entitled in the year of retirement, resignation or death.



3. The money value of the unused sick leave days, based upon the salary in the year of retirement, resignation or death, in accordance with the following:

1. Employees shall be entitled to an honorable termination incentive bonus, whereby any employee terminating his or her service with the Township after fifteen (15) years of honorable service will be entitled to forty (40%) percent of the monetary value at the time of termination of the accumulated unused sick days in the account of each of said employee.
2. Such payment shall be made at the time any such employee so terminating his or her service enters on to terminal leave.
3. In the instance of the death of any employee entitled to the payment herein authorized after the same has accrued, such payment shall be made to the estate of such decedent or to such person as may be designated by him or her, in writing, during his or her lifetime.
4. Salary to date of retirement, resignation or death.
5. The value of unused personal days, vacation days or other compensatory time as may be due to said member on the date of such retirement, resignation or death.
6. Such additional monetary or other benefits as may be mandated by Township ordinance.

B. Employees terminating their employment within the meaning of Section A prior to July 1 are entitled to full benefits as outlined in Section A(1) and one-half (1/2) of the benefits

as outlined in Section A(2)-(6). Employees terminating their employment within the meaning of Section A after July 1 are entitled to the full benefits as outlined in Section A (1)-(6).

C. All moneys due upon retirement of a member from active fire service shall be payable as follows:

The money value shall be paid in two (2) installments. Up to one-half (1/2) shall be paid on retirement and the balance shall be paid in January of the following year. A similar three (3) year pay out will be at the option of the member.

D. Any member of the Association resigning, retiring or expiring or otherwise voluntarily terminating his service with the Township of Union Fire department prior to twenty-five (25) years of service will be entitled to the following:

1. The money value of such vacation as may have been earned in the year prior to his retirement, resignation or death, not taken by said member, and the money value of that part of the vacation earned in the year of said retirement, death or resignation.

2. The money value of the unused sick leave days, based upon the salary in the year of retirement, resignation or death, in accordance with Article XXVIII (A) (3) of this contract.

3. Salary to date of retirement, resignation, death or otherwise terminating such service.

4. The value of unused vacation days, personal days and compensatory time as may be due said member, to the date of such retirement, resignation or death.

5. An employee, at his option, may elect to have his retirement and severance benefits for accumulated but unused sick time, paid in the calendar year following the year of his retirement, resignation or death.

E. Any member dismissed from the Department for any just cause whatsoever shall forfeit any and all continuing medical benefits provided for in this contract.

## ARTICLE XXIV

### SALARIES

A. Each member of the Union Fire Department covered by the terms of this contract shall receive annual compensation, in accordance with the following attached schedules:

B. Every effort shall be made by the Township to include all agreed upon salaries and increases, in the first paycheck due after January 1, of each of the contract years.

C. Adjustment payments required by virtue of this contract shall be made not later than sixty (60) days from the date of the signing of this contract.

D. Any employee currently receiving senior status differential pay, shall continue to receive senior status differential pay in the amount of thirty nine hundred and twenty-four (\$3,924.00) dollars added to their salary. However, said thirty nine hundred and twenty-four (\$3,924.00) dollars, senior status differential pay, shall not be included in base pay for the purpose of determining any negotiated across the board increases nor shall it be included for calculating any differential or longevity benefits.

Any employee not receiving senior status differential pay as of November 26, 2007, but hired before June 1, 2000, shall upon completion of fifteen (15) years of service, have nine hundred eighty-one (\$981.00) dollars senior status differential pay added to their salary. After completion of seventeen (17) years of service, an employee shall have an additional nine hundred eighty-one (\$981.00) dollars added to their salary. After completion of nineteen (19) years of service, an employee shall have an additional nine hundred eighty-one (\$981.00) dollars

added to their salary. After completion of twenty-one (21) years of service, an employee shall have an additional nine hundred eighty-one (\$981.00) dollars added to their salary. However, said senior status differential pay shall not be included in base pay for the purpose of determining any negotiated across the board increases nor shall it be included for calculating any differential or longevity benefits.

Any employee hired after June 1, 2000 shall not be eligible for any senior status differential pay.

E. Creditable salary adjustments are to be added into the base pay to conform with statutes and administrative rules and regulations of New Jersey Police and Firemen's Retirement System (PFRS).

ARTICLE XXV

SENIORITY

A. Seniority, for the purpose of this contract, is defined to mean the accumulated length of continuous service with the Township of Union Fire Department, computed from the date of hire.

B. Seniority, for the purpose of retirement benefits, is defined to mean the accumulated length of continuous service with the Township of Union Fire Department, computed from the date of hire, subject to paragraph "C."

C. In determining seniority within the Association for the purposes of layoffs, promotions and vacation selection, prior service with another Police or Fire Department or other government agency shall not be considered in calculating seniority under this contract, but such prior service shall be considered in determining salaries, longevity, pension benefits and retirement benefits.

D. A member's length of service shall not be reduced by:

1. Time lost due to absence for active military service.
2. Absence due to a bona fide illness or injury.
3. Absence due to an injury arising in the line of duty which shall be certified

by the Township physician and extending for not more than one (1) year.

E. Seniority shall be lost for any of the following reasons:

1. Voluntarily continuing in the active military service beyond the time scheduled for release there from.
2. Voluntarily re-enlisting in the active military service.

3. Discharge from employment as a member of the Township of Union Fire Department.

4. Resignation as a member of the Township of Union Fire Department.

5. Failure to return to duty when scheduled, upon expiration of any authorized leave of absence.

6. Unauthorized absence of more than five (5) days constituting under Civil Service rules an automatic resignation.

F. In the instance of promotions on the same day from the same certified Civil Service list, the highest man on said list shall have seniority preference.

G. For purposes of calculating seniority, service pursuant to a temporary appointment shall not be included, but service pursuant to a probationary appointment shall be included.

## ARTICLE XXVI

### SEVERABILITY

A. In the event that any provisions of this Agreement between the parties shall be held by a court or administrative agency of competent and final jurisdiction to be invalid or unenforceable, the remainder of the provisions of such Agreement shall not be affected thereby, but shall be continued in full force and effect.

ARTICLE XXVII

SICK LEAVE

A. 1. Definition

Sick leave is defined to mean absence from post of duty of an employee because of illness, accident or exposure to contagious disease or illness of a member of the immediate family.

2. Sick Leave Allocation

Years of Service	Sick Days
1 - 5	15
6 - 10	16
11 - 15	17
16 - 20	18
21 - 24	19
25+	20

B. Sick leave shall accumulate during each employee's term of employment.

C. Sick leave shall not be chargeable against a member of the Association injured in the line of duty.

D. Sick leave may be used by a member of the Association for personal illness or in the instance of the illness of a member of his immediate family, as immediate family is defined as follows: father, mother, spouse, child, foster child, sister or brother of the employee, including relatives of the employee residing in the employee's household.

E. 1. Employees shall be entitled to an honorable termination incentive bonus whereby any employee terminating his or her service with the Township after fifteen (15) years

of honorable service will be entitled to forty (40%) percent of the monetary value at the time of termination of the accumulated unused sick days in the account of each of said employees.

2. Such payment shall be made at the time any such employee so terminating his or her service enters on to terminal leave.

3. In the instance of the death of any employee entitled to the payment herein authorized after the same has accrued, such payment shall be made to the estate of such decedent or to such person as may be designated by him or her, in writing, during his or her lifetime.

F. During the month of March of each year, the Township of Union Fire Department shall furnish written notice to each member of a full accounting of all unused sick leave days as of December 31 of the preceding year.

G. One (1) sick leave day shall constitute either 0800 hours until 1800 hours or 1800 hours until 0800 hours the next day. Sick leave for a full twenty-four (24) hours shall constitute two (2) sick leave days.

H. For members working the straight day schedule, one (1) sick leave day shall commence each day at 0800 hours for every day that the member is scheduled to work.

I. The Township may require an employee to submit acceptable medical evidence substantiating the sick leave.

J. If the Township is not satisfied with the medical evidence supplied by the employee, the Township may require the employee to be examined by a Township physician at Township expense.

K. Sick Leave Incentive

- a. Any employee not using sick leave for a full calendar year may receive compensation in the first payroll of the next year in any amount equal to



forty-two (42) hours pay, such employee shall have forty-two (42) hours deducted from his or her sick leave for that year and may have the balance of his or her sick leave for the year accumulate.

- b. Any employee utilizing the equivalent in hours of one (1) or less of his or her sick days for a full calendar year may receive compensation in the first payroll of the next year in an amount equal to forty-two (42) hours pay less the time used, such employee shall have the number of hours paid deducted from his or her sick leave for the year and may have the balance of his or her sick leave for the calendar year accumulate.

- L. The compensation for payment of unused sick time shall be capped at \$25,000.00.

This shall apply to employees newly hired by the Township after July 1, 1996.

## ARTICLE XXVIII

### SPECIAL LEAVE OF ABSENCE

A. Any employee shall be granted special leave with pay for any days of which he is able to secure another employee to work in his place, provided:

- 1. Such substitution does not impose additional cost to the Township.
- 2. The officer in charge of the tour on which the substitution is to take place is notified in writing as soon as practical by the officer in charge of the fire station on the same tour and that same is agreeable to the officer in charge of the platoon and to both of the firemen; further provided the substitute employee shall indicate in writing on a form prescribed by the Chief that he shall be fully responsible to be present and perform duties to the same extent as if he had been regularly scheduled to work that tour.

3. Approval for such special leave shall be made by the Chief or his designee. Such approval shall not be unreasonably denied.

B. The President of the Local, or his designee, will be entitled to be off duty with pay to attend the funeral of a firefighter killed in the line of duty and, upon authority of the Chief of the Fire Department, may use a Fire Department vehicle for that purpose.

C. The pension representative of the Local shall be authorized leave with pay, if scheduled for duty, to attend meetings of the Pension Committee of the State Association.

D. Said Local agrees to advise the Chief of the Fire Department not later than July 1, 2009, 2010, 2011 and 2012 of the number of delegates to which it is entitled for attendance at the State Convention of the State FMBA.

E. The Executive Delegate or the Assistant Executive Delegate of the Local FMBA and one (1) member of Local 46, who may be an officer or trustee of the State FMBA, shall be granted leave from duty with pay from 0800 hours to 1800 hours for all meetings of the State FMBA when such meetings take place at a time when such members are scheduled to be on duty. The President of the FMBA local will be afforded the same privileges for leave as the Executive Delegate to attend State meetings.

F. The President of the FMBA shall be afforded time off with pay from 1800 hours to 0800 hours the next day when scheduled to be on duty to attend Local 46 FMBA functions, such as the Christmas Dance/Retirement Dinner, and Election of Officer Night of Local 46 functions only, and also to attend the Valor Award Dinner of the State Association. The President of the FMBA shall be afforded time off with pay from 0800 hours the day of the Picnic to 0800 hours the following day when scheduled to be on duty.

G. The Executive Delegate shall be afforded time off with pay from 1800 hours to 0800 hours the next day when scheduled to be on duty to attend the Annual Christmas Dance/Retirement Dinner and the Valor Award Dinner.

H. The Chairman of the Annual Picnic shall be afforded time off with pay from 0800 hours to 0800 hours the following day when scheduled to be on duty. The Co-Chairman of the Annual Picnic shall be afforded time off with pay from 0800 hours to 1800 hours when scheduled to be on duty.

I. The chairman and Co-Chairman of the Annual Christmas Dance/Retirement Dinner, all sponsored by the Association, shall have time off with pay from 1800 hours to 0800 hours the following day when scheduled to be on duty.

J. The Negotiating Committee shall be afforded time off in accordance with Article VIII.

K. The Grievance Committee shall be afforded time off in accordance with Article X.

L. Two (2) officers of Local 46 shall be afforded time off with pay to attend local FMBA monthly and special meetings when they are scheduled to be on duty.

M. Absences for any of the foregoing require not less than seventy-two (72) hours written notice to the Chief of the Fire Department.

## ARTICLE XXIX

### TERM OF CONTRACT

This Agreement shall be in full force and effect as of January 1, 2009 and shall remain in effect to and including December 31, 2012, without any reopening date. The economic terms of

this Agreement, including salaries, benefits, increases and fringe benefit changes shall apply effective January 1, 2009, only for employees on the Township's payroll as of the date of the signing of this Agreement or who die or retire within the meaning of the Police and Firemen's Retirement System.

### ARTICLE XXX

#### UNIFORMS

A. Each member of the Uniformed Fire Department shall have and maintain at least one (1) complete prescribed dress uniform for use during each season of the year.

B. The work uniform shall be in accordance with the regulations as agreed upon between the Uniform Committee of four (4) men of said Local 46 of the FMBA and the Chief of the Fire Department, as the same may be set forth in Association orders relating thereto.

C. There shall be no changes in any part of the dress uniform or the work uniform for the life of this contract, except that if the Chief of the Fire Department desires a change during the life of this contract, approval of the FMBA must be obtained before such change becomes effective.

D. If any personal property of a member of the Union Fire Department, other than if the uniform is damaged, lost or destroyed in the line of duty, the Township, subject to the approval of the Chief of the Fire Department, shall pay for the replacement or repair thereof upon voucher submitted therefor in an amount not to exceed \$200.00 per incident, provided that under extraordinary circumstances this amount may be exceeded upon recommendation of the Chief of the Fire Department and approved by the Township Committee.

E. If any part of the firefighting gear of a member of the Fire Department is damaged or destroyed in the line of duty, or not in compliance with safety standards, the Township shall pay for the replacement or repair thereof upon voucher submitted therefor and approval by the Chief of the Fire Department.

## ARTICLE XXXI

### VACATIONS

A. Vacations for the members of the Department shall be in accordance with the schedule set herein. Vacations shall be taken in the year following the year in which earned.

B. The Chief of the Fire Department shall allot vacation periods in order to assure orderly operating and adequate continuous service, but will grant vacations so far as possible in accordance with the desires of the members in order of their seniority in grade. These schedules shall be completed by December 15, annually.

C. Members of the Fire Department who are assigned to straight day work shall be given the required amount of working days vacation so that the amount of consecutive days off is approximately equal to that of shift members.

D. Three (3) firemen shall be permitted on vacation at one time on each of the four (4) tours of duty presently scheduled by the Chief of the Fire Department.

E. The first vacation selections of the members may be picked back-to-back to ensure that no open dates appear between June 15<sup>th</sup> and September 15<sup>th</sup>.

F. Split vacations will be allowed. When splitting vacations, eight (8) working days will be the maximum number of vacation days allowed between June 15 and September 15.

During the period from January 1 to June 15, and from September 15 to December 31, vacations

may be picked in multiples of even numbers. There will be no mandatory splitting of vacations. A member can pick his full vacation at any time he desires during open periods, within his normal seniority pick.

G. Vacation time must be used for actual vacation purposes within the calendar year in which the time is due or, at the discretion of the Chief, not later than the next calendar year and cannot be waived or posted in the compensatory time book or otherwise accrued from year to year; provided, however, vacation time waived and posted in the compensatory time book prior to the date of the execution of this Agreement shall be reserved and dealt with in accordance with the prior custom and practice of permitting accrual of vacation days.

H. A member of the Association may request a deferral of his vacation period at the discretion of the Chief of the Fire Department to the next year but not beyond December 31 thereof. Said deferred vacation cannot be taken, however, between June 15 and September 15.

I. In the event a member is unable to report for work because of sick leave or injury occurring in the line of duty, and during said leave the period scheduled for his vacation occurs, said vacation or that part of it which the member has not taken will be postponed until the member returns to duty, and at that time the period selected for the entire or remaining vacation period may be selected from any open period then available. If any member postpones his vacation because of sick leave or injury occurring in the line of duty, the Chief of the Fire Department may require a doctor's certificate before approving such postponement.

J. Any member of the Association scheduled to retire between January 1 and July 1 of any year shall not be included in the vacation schedule. A member intending to retire subsequent to December 1 of any year shall give notice of said intention at least sixty (60) days prior to December 1.

K. One (1) vacation day shall constitute the off hours from 0800 hours until 1800 hours or 1800 hours until 0800 hours the next day. A full twenty-four (24) hour period shall constitute two (2) vacation days.

L. Each member of the Association shall receive his vacation pay in full prior to the commencement of each vacation period except that in the event of a change of a vacation period, for the convenience of a member, then and in that event the original date for vacation pay shall pertain.

M. There shall be no limit to the number of vacation selections to which a member is entitled, so long as each vacation selection is for a minimum of four (4) working days.

N. Vacations shall be capped at six (6) vacation periods after 15 years of service for employees newly appointed to the Union Fire Department after July 1, 1996.

O. No member of the Association shall be credited or charged with more vacation days annually than any other member of the Association with like seniority. Vacation time shall be allotted by the Chief of the Fire Department to ensure that each member shall receive equal off duty time as follows:

Vacation Schedule

FIREFIGHTERS APPOINTED PRIOR TO 7/1/96

Years of Service

Working Days Off

From initial service

One working day for the initial month of employment if they begin work on the 1<sup>st</sup> through the 15<sup>th</sup> day of the calendar month, none after the 15<sup>th</sup> day of the month. After the initial month of employment and up to the end of the first calendar year, employees shall receive one working day for each month of service.

<u>Years of Service</u>	<u>Working Days Off</u>
From the beginning Of the first full calendar year of employment and up to three years	12 days
Beginning year 4	15 days
Beginning year 5 through 9	19 days
Beginning year 10 through 14	21 days
Beginning year 15 through 19	25 days
Beginning year 20 through 24	27 days
Beginning year 25 and up	31 days

FIREFIGHTERS APPOINTED AFTER 7/1/96

<u>Years of Service</u>	<u>Working Days Off</u>
1 - 4	15
5 - 9	19
10 - 14	21
15 - up	25



ARTICLE XXXII

MEAL REIMBURSEMENT

\$9.00

ARTICLE XXXIII

MILEAGE REIMBURSEMENT

\$.035/mile

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their respective authorized representatives the day and year first aforesaid.

ATTEST:

TOWNSHIP OF UNION IN THE  
COUNTY OF UNION


\_\_\_\_\_

By: \_\_\_\_\_

ATTEST:

LOCAL NO. 46, FIREMEN'S MUTUAL  
BENEVOLENT ASSOCIATION

 DELEGATE

By:  PRESIDENT

**FMBA SALARY CHART 2009**  
(based on 2.5% increase)

Rank	Long.	2008 Base	2.5 % Incr	2009 Base	Sr Status	2009 Long	2009 Gross	BiWeekly 26 Pays	Qtr.	Month	Hourly
<b>Shift</b>											
<b>Before 3-1-2000</b>											
FF 1st Class .	12%	85869	2147	88016	3924	10562	102502	3,942.38	25626	8542	49.28
FF 1st Class	10%	85869	2147	88016	3924	8801	100741	3,874.65	25185	8395	48.43
FF 1st Class	6%	85869	2147	88016	3924	5281	97221	3,739.26	24306	8102	46.74
FF 1st Class	6%	85869	2147	88016	2943	5281	96240	3,701.53	24060	8020	46.27
FF 1st Class	6%	85869	2147	88016	1962	5281	95259	3,663.80	23814	7938	45.80
FF 1st Class - hired 1994	6%	85869	2147	88016	981	5281	94278	3,626.07	23571	7857	45.33
FF 1st Class	4%	85869	2147	88016		3520	91536	3,520.61	22884	7628	44.01
FF 1st Class	2%	85869	2147	88016		1760	89776	3,452.92	22443	7481	43.16
FF 2nd Class	2%	79825	1996	81821		1636	83457	3,209.88	20865	6955	40.12
FF 3rd Class		73819	1845	75664			75664	2,910.15	18915	6305	36.38
FF 4th Class		67810	1695	69505			69505	2,673.26	17376	5792	33.42
FF 5th Class		61796	1545	63341			63341	2,436.19	15834	5278	30.45
FF 6th Class		55787	1395	57182			57182	2,199.30	14295	4765	27.49
FF 7th Class		47735	1193	48928			48928	1,881.84	12231	4077	23.52
<b>Shift</b>											
<b>Start date after 3/1/00</b>											
FF 1st Class - 5 Yrs.	2%	85869	2147	88016		1760	89776	3,452.92	22443	7481	43.16
FF 1st Class		85869	2147	88016			88016	3,385.23	22005	7335	42.32
FF 2nd Class - 5 Yrs.	2%	79825	1996	81821		1636	83457	3,209.88	20865	6955	40.12
FF 2nd Class		79825	1996	81821			81821	3,146.96	20454	6818	39.34
FF 3rd Class - 5 Yrs.	2%	73819	1845	75664		1514	77178	2,968.38	19296	6432	37.11
FF 3rd Class		73819	1845	75664			75664	2,910.15	18915	6305	36.38
FF 4th Class - 5 Yrs.	2%	67810	1695	69505		1390	70895	2,726.73	17724	5908	34.08
FF 4th Class		67810	1695	69505			69505	2,673.26	17376	5792	33.42
FF 5th Class - 5 Yrs.	2%	61796	1545	63341		1267	64608	2,484.92	16152	5384	31.06
FF 5th Class		61796	1545	63341			63341	2,436.19	15834	5278	30.45
FF 6th Class		55787	1395	57182			57182	2,199.30	14295	4765	27.49
FF 7th Class		47735	1193	48928			48928	1,881.84	12231	4077	23.52
FF 8th Class		40689	1017	41706			41706	1,604.07	10428	3476	20.05
Prob.		32603	815	33418			33418	1,285.30	8355	2785	16.07

**FMBA SALARY CHART 2009**  
(based on 2.5% increase)

Rank	Long.	2008 Base	2.5% Inc.	2009 Base	Sr Status	2009 Long	2009 Gross	BiWeekly	Qtr.	Month	Hourly
<b>Inspector 3rd Yr.</b>								26 Pays			
<b>Before 3-1-2000</b>											
FF 1st Class	12%	88169	2204	90373	3924	10845	105142	4,043.92	26286	8762	50.55
FF 1st Class	10%	88169	2204	90373	3924	9038	103335	3,974.42	25833	8611	49.68
FF 1st Class	6%	88169	2204	90373	3924	5423	99720	3,835.38	24930	8310	47.94
FF 1st Class	6%	88169	2204	90373	2943	5423	98739	3,797.65	24684	8228	47.47
FF 1st Class	6%	88169	2204	90373	1962	5423	97758	3,759.92	24441	8147	47.00
FF 1st Class - hired 1994	6%	88169	2204	90373	981	5423	96777	3,722.19	24195	8065	46.53
FF 1st Class	4%	88169	2204	90373		3615	93988	3,614.92	23496	7832	45.19
FF 1st Class	2%	88169	2204	90373		1808	92181	3,545.42	23046	7682	44.32
FF 2nd Class	2%	82126	2053	84179		1684	85863	3,302.42	21466	7155	41.28
FF 3rd Class		76117	1903	78020			78020	3,000.76	19506	6502	37.51
FF 4th Class		70107	1753	71860			71860	2,763.84	17964	5988	34.55
FF 5th Class		64095	1602	65697			65697	2,526.80	16425	5475	31.59
FF 6th Class		58084	1452	59536			59536	2,289.84	14883	4961	28.62
FF 7th Class		50033	1251	51284			51284	1,972.46	12822	4274	24.66
FF 8th Class		42764	1069	43833			43833	1,685.88	10959	3653	21.07
Prob.		34690	867	35557			35557	1,367.57	8889	2963	17.09
<b>Inspector 3rd Yr.</b>											
<b>Start date after 3/1/00</b>											
FF 1st Class - 5 Yrs.	2%	88169	2204	90373		1808	92181	3,545.42	23046	7682	44.32
FF 1st Class		88169	2204	90373			90373	3,475.88	22593	7531	43.45
FF 2nd Class - 5 Yrs.	2%	82126	2053	84179		1684	85863	3,302.42	21465	7155	41.28
FF 2nd Class		82126	2053	84179			84179	3,237.65	21045	7015	40.47
FF 3rd Class - 5 Yrs.	2%	76117	1903	78020		1560	79580	3,060.76	19896	6632	38.26
FF 3rd Class		76117	1903	78020			78020	3,000.76	19506	6502	37.51
FF 4th Class - 5 Yrs.	2%	70107	1753	71860		1437	73297	2,819.11	18324	6108	35.24
FF 4th Class		70107	1753	71860			71860	2,763.84	17964	5988	34.55
FF 5th Class - 5 Yrs.	2%	64095	1602	65697		1314	67011	2,577.34	16752	5584	32.22
FF 5th Class		64095	1602	65697			65697	2,526.80	16425	5475	31.59
FF 6th Class		58084	1452	59536			59536	2,289.84	14883	4961	28.62
FF 7th Class		50033	1251	51284			51284	1,972.46	12822	4274	24.66
FF 8th Class		42764	1069	43833			43833	1,685.88	10959	3653	21.07
Prob.		34690	867	35557			35557	1,367.57	8889	2963	17.09

**FMBA SALARY CHART 2009**  
(based on 2.5% increase)

Rank	Long.	2008 Base	2.5% Inc.	2009 Base	Sr Status	2009 Long	2009 Gross	BIWeekly	Qtr.	Month	Hourly
<b>Inspector 1st Yr.</b>								26 Pays			
<b>Before 3-1-2000</b>											
FF 1st Class	12%	87305	2183	89488	3924	10738	104150	4,005.76	26037	8679	50.07
FF 1st Class	10%	87305	2183	89488	3924	8948	102360	3,936.92	25590	8530	49.21
FF 1st Class	6%	87305	2183	89488	3924	5369	98781	3,799.26	24696	8232	47.49
FF 1st Class	6%	87305	2183	89488	2943	5369	97800	3,761.53	24450	8150	47.02
FF 1st Class	6%	87305	2183	89488	1962	5369	96819	3,723.80	24204	8068	46.55
FF 1st Class - hired 1994	6%	87305	2183	89488	981	5369	95838	3,686.07	23961	7987	46.08
FF 1st Class	4%	87305	2183	89488		3579	93067	3,579.50	23268	7756	44.74
FF 1st Class	2%	87305	2183	89488		1789	91277	3,510.65	22818	7606	43.88
FF 2nd Class - 5 Yrs.	2%	81263	2032	83295		1665	84960	3,267.69	21240	7080	40.85
FF 3rd Class		75256	1881	77137			77137	2,966.80	19284	6428	37.09
FF 4th Class		69247	1731	70978			70978	2,729.92	17745	5915	34.12
FF 5th Class		63232	1581	64813			64813	2,492.80	16203	5401	31.16
FF 6th Class		57224	1431	58655			58655	2,255.96	14664	4888	28.20
FF 7th Class		49172	1229	50401			50401	1,938.50	12600	4200	24.23
FF 8th Class		41995	1050	43045			43045	1,655.57	10761	3587	20.69
Prob.		33907	848	34755			34755	1,336.73	8688	2896	16.71
<b>Inspector 1st Yr.</b>											
<b>After 3-1-2000</b>											
FF 1st Class - 5 yrs.	2%	87305	2183	89488		1789	91277	3,510.65	22818	7606	43.88
FF 1st Class		87305	2183	89488			89488	3,441.84	22371	7457	43.02
FF 2nd Class - 5 yrs.	2%	81263	2032	83295		1665	84960	3,267.69	21240	7080	40.85
FF 2nd Class		81263	2032	83295			83295	3,203.65	20823	6941	40.05
FF 3rd Class - 5 yrs.	2%	75256	1881	77137		1543	78680	3,026.15	19671	6557	37.83
FF 3rd Class		75256	1881	77137			77137	2,966.80	19284	6428	37.09
FF 4th Class - 5 yrs.	2%	69247	1731	70978		1420	72398	2,784.53	18099	6033	34.81
FF 4th Class		69247	1731	70978			70978	2,729.92	17745	5915	34.12
FF 5th Class - 5 yrs.	2%	63232	1581	64813		1419	66232	2,547.38	16557	5519	31.84
FF 5th Class		63232	1581	64813			64813	2,492.80	16203	5401	31.16
FF 6th Class		57224	1431	58655			58655	2,255.96	14664	4888	28.20
FF 7th Class		49172	1229	50401			50401	1,938.50	12600	4200	24.23
FF 8th Class		41995	1050	43045			43045	1,655.57	10761	3587	20.69
Prob.		33907	848	34755			34755	1,336.73	8688	2896	16.71

**FMBA SALARY CHART 2009**  
(based on 2.5% increase)

Rank	Long.	2008 Base	2.5% Inc.	2009 Base	Sr Status	2009 Long.	2009 Gross	BiWeekly	Qtr.	Month	Hourly
<b>Inspector 2nd Yr.</b>								26 Pays			
<b>Before 3-1-2000</b>											
FF 1st Class	12%	87737	2193	89930	3924	10792	104646	4,024.84	26163	8721	50.31
FF 1st Class	10%	87737	2193	89930	3924	8993	102847	3,955.65	25713	8571	49.45
FF 1st Class	6%	87737	2193	89930	3924	5396	99250	3,817.30	24813	8271	47.72
FF 1st Class	6%	87737	2193	89930	2943	5396	98269	3,779.57	24567	8189	47.24
FF 1st Class	6%	87737	2193	89930	1962	5396	97288	3,741.84	24321	8107	46.77
FF 1st Class - hired 1994	6%	87737	2193	89930	981	5396	96307	3,704.11	24078	8026	46.30
FF 1st Class	4%	87737	2193	89930		3598	93528	3,597.23	23382	7794	44.97
FF 1st Class	2%	87737	2193	89930		1799	91729	3,528.03	22932	7644	44.10
FF 2nd Class - 5 Yrs.	2%	81694	2042	83736		1675	85411	3,285.03	21354	7118	41.06
FF 3rd Class		75685	1892	77577			77577	2,983.73	19395	6465	37.30
FF 4th Class		69676	1742	71418			71418	2,746.84	17856	5952	34.34
FF 5th Class		63664	1592	65256			65256	2,509.84	16314	5438	31.37
FF 6th Class		57654	1441	59095			59095	2,272.88	14775	4925	28.41
FF 7th Class		49603	1240	50843			50843	1,955.50	12711	4237	24.44
<b>Inspector 2nd Yr.</b>											
<b>After 3-1-2000</b>											
FF 1st Class - 5 Yrs.	2%	87737	2193	89930		1799	91729	3,528.03	22932	7644	44.10
FF 1st Class		87737	2193	89930			89930	3,458.84	22482	7494	43.24
FF 2nd Class - 5 Yrs.	2%	81694	2042	83736		1675	85411	3,285.03	21354	7118	41.06
FF 2nd Class		81694	2042	83736			83736	3,220.61	20934	6978	40.26
FF 3rd Class - 5 Yrs.	2%	75685	1892	77577		1552	79129	3,043.42	19782	6594	38.04
FF 3rd Class		75685	1892	77577			77577	2,983.73	19395	6465	37.30
FF 4th Class - 5 Yrs.	2%	69676	1742	71418		1428	72846	2,801.76	18213	6071	35.02
FF 4th Class		69676	1742	71418			71418	2,746.84	17856	5952	34.34
FF 5th Class - 5 Yrs.	2%	63664	1592	65256		1305	66561	2,560.03	16641	5547	32.00
FF 5th Class		63664	1592	65256			65256	2,509.84	16314	5438	31.37
FF 6th Class		57654	1441	59095			59095	2,272.88	14775	4925	28.41
FF 7th Class		49603	1240	50843			50843	1,955.50	12711	4237	24.44
FF 8th Class		42384	1060	43444			43444	1,670.92	10860	3620	20.89
Prob.		34296	857	35153			35153	1,352.03	8787	2929	16.90

**FMBa SALARY CHART 2010**  
(based on 2.5% for 2009 and 3% for 2010)

Rank	Long.	2009 Base	3% Incr	2010 Base	Sr Status	2010 Long	2010 Gross	BiWeekly 26 Pays	Qtr.	Month	Hourly
<b>Shift</b>											
<b>Before 3-1-2000</b>											
FF 1st Class	12%	88016	2640	90656	3924	10879	105459	4,056.11	26364	8788	50.70
FF 1st Class	10%	88016	2640	90656	3924	9066	103646	3,986.38	25911	8637	49.83
FF 1st Class	6%	88016	2640	90656	3924	5440	100020	3,846.92	25005	8335	48.09
FF 1st Class	6%	88016	2640	90656	2943	5440	99039	3,809.19	24759	8253	47.62
FF 1st Class	6%	88016	2640	90656	1962	5440	98058	3,771.46	24516	8172	47.14
FF 1st Class - hired 1995	6%	88016	2640	90656	981	5440	97077	3,733.73	24270	8090	46.67
FF 1st Class	4%	88016	2640	90656		3627	94283	3,626.26	23571	7857	45.33
FF 1st Class	2%	88016	2640	90656		1814	92470	3,556.53	23118	7706	44.46
FF 2nd Class - 5 Yrs.	2%	81821	2455	84276		1685	85961	3,306.19	21489	7163	41.33
FF 3rd Class		75664	2270	77934			77934	2,997.46	19485	6495	37.47
FF 4th Class		69505	2085	71590			71590	2,753.46	17898	5966	34.42
FF 5th Class		63341	1900	65241			65241	2,509.26	16311	5437	31.37
FF 6th Class		57182	1715	58897			58897	2,265.26	14724	4908	28.32
FF 7th Class		48928	1468	50396			50396	1,938.30	12600	4200	24.23
Shift											
<b>After 3-1-2000</b>											
FF 1st Class - 5 Yrs.	2%	88016	2640	90656		1814	92470	3,556.53	23118	7706	44.46
FF 1st Class		88016	2640	90656			90656	3,486.76	22665	7555	43.58
FF 2nd Class - 5 Yrs.	2%	81821	2455	84276		1685	85961	3,306.19	21489	7163	41.33
FF 2nd Class		81821	2455	84276			84276	3,241.38	21069	7023	40.52
FF 3rd Class - 5 Yrs.	2%	75664	2270	77934		1559	79493	3,057.42	19872	6624	38.22
FF 3rd Class		75664	2270	77934			77934	2,997.46	19485	6495	37.47
FF 4th Class - 5 Yrs.	2%	69505	2085	71590		1432	73022	2,808.53	18255	6085	35.11
FF 4th Class		69505	2085	71590			71590	2,753.46	17898	5966	34.42
FF 5th Class - 5 Yrs.	2%	63341	1900	65241		1305	66546	2,559.46	16638	5546	31.99
FF 5th Class		63341	1900	65241			65241	2,509.26	16311	5437	31.37
FF 6th Class		57182	1715	58897			58897	2,265.26	14724	4908	28.32
FF 7th Class		48928	1468	50396			50396	1,938.30	12600	4200	24.23
FF 8th Class		41706	1251	42957			42957	1,652.19	10740	3580	20.65
Prob.		33418	1003	34421			34421	1,323.88	8604	2868	16.55

FMBA SALARY CHART 2010  
(based on 2.5% for 2009 and 3% for 2010)

Rank	Long.	2009 Base	3% Inc.	2010 Base	Sr Status	2010 Long	2010 Gross	B/Weekly 26 Pays	Qtr.	Month	Hourly
<b>Inspector 3rd Yr.</b>											
<b>Before 3-1-2000</b>											
FF 1st Class	12%	90373	2711	93084	3924	11170	108178	4,160.69	27045	9015	52.01
FF 1st Class	10%	90373	2711	93084	3924	9309	106317	4,089.11	26580	8860	51.11
FF 1st Class	6%	90373	2711	93084	3924	5585	102593	3,945.88	26647	8549	49.32
FF 1st Class	6%	90373	2711	93084	2943	5585	101612	3,908.15	25404	8468	48.85
FF 1st Class	6%	90373	2711	93084	1962	5585	100631	3,870.42	25158	8386	48.38
FF 1st Class - hired 1995	6%	90373	2711	93084	981	5585	99650	3,832.69	24912	8304	47.91
FF 1st Class	4%	90373	2711	93084		3724	96808	3,723.38	24201	8067	46.54
FF 1st Class	2%	90373	2711	93084		1862	94946	3,651.76	23736	7912	45.65
FF 2nd Class - 5 Yrs.	2%	84179	2525	86704		1734	88438	3,401.46	22110	7370	42.52
FF 3rd Class		78020	2341	80361			80361	3,090.80	20091	6697	38.63
FF 4th Class		71860	2156	74016			74016	2,846.76	18504	6168	35.58
FF 5th Class		65697	1971	67668			67668	2,602.61	16917	5639	32.53
FF 6th Class		59536	1786	61322			61322	2,358.53	15330	5110	29.48
FF 7th Class		51284	1539	52823			52823	2,031.65	13206	4402	25.40
FF 8th Class		43833	1315	45148			45148	1,736.46	11286	3762	21.71
Prob.		35557	1067	36624			36624	1,408.61	9156	3052	17.61
<b>Inspector 3rd Yr.</b>											
<b>After 3-1-2000</b>											
FF 1st Class - 5 Yrs.	2%	90373	2711	93084		1862	94946	3,651.76	23736	7912	45.65
FF 1st Class		90373	2711	93084			93084	3,580.15	23271	7757	44.75
FF 2nd Class - 5 Yrs.	2%	84179	2525	86704		1734	88438	3,401.46	22110	7370	42.52
FF 2nd Class		84179	2525	86704			86704	3,334.76	21675	7225	41.68
FF 3rd Class - 5 Yrs.	2%	78020	2341	80361		1607	81968	3,152.61	20493	6831	39.41
FF 3rd Class		78020	2341	80361			80361	3,090.80	20091	6697	38.63
FF 4th Class - 5 Yrs.	2%	71860	2156	74016		1480	75496	2,903.69	18873	6291	36.30
FF 4th Class		71860	2156	74016			74016	2,846.76	18504	6168	35.58
FF 5th Class - 5 Yrs.	2%	65697	1971	67668		1353	69021	2,654.65	17256	5752	33.18
FF 5th Class		65697	1971	67668			67668	2,602.61	16917	5639	32.53
FF 6th Class		59536	1786	61322			61322	2,358.53	15330	5110	29.48
FF 7th Class		51284	1539	52823			52823	2,031.65	13206	4402	25.40
FF 8th Class		43833	1315	45148			45148	1,736.46	11286	3762	21.71
Prob.		35557	1067	36624			36624	1,408.61	9156	3052	17.61



FMBA SALARY CHART 2010  
(based on 2.5% for 2009 and 3% for 2010)

Rank	Long.	2009 Base	3% Inc.	2010 Base	Sr Status	2010 Long	2010 Gross	BiWeekly	Qtr.	Month	Hourly
Inspector 1st Yr.								26 Pays			
Before 3-1-2000											
FF 1st Class	12%	89488	2685	92173	3924	11060	107157	4,121.42	26790	8930	51.52
FF 1st Class	10%	89488	2685	92173	3924	9217	105314	4,050.53	26328	8776	50.63
FF 1st Class	6%	89488	2685	92173	3924	5530	101627	3,908.73	25407	8469	48.86
FF 1st Class	6%	89488	2685	92173	2943	5530	100646	3,871.00	25161	8387	48.39
FF 1st Class	6%	89488	2685	92173	1962	5530	99665	3,833.26	24915	8305	47.92
FF 1st Class - hired 1995	6%	89488	2685	92173	981	5530	98684	3,795.53	24672	8224	47.44
FF 1st Class	4%	89488	2685	92173		3687	95660	3,686.92	23964	7988	46.09
FF 1st Class	2%	89488	2685	92173		1843	94016	3,616.00	23505	7835	45.20
FF 2nd Class - 5 Yrs.	2%	83295	2499	85794		1716	87510	3,365.76	21879	7292	42.07
FF 3rd Class		77137	2314	79451			79451	3,055.80	19863	6621	38.20
FF 4th Class		70978	2129	73107			73107	2,811.80	18276	6092	35.15
FF 5th Class		64813	1944	66757			66757	2,567.57	16689	5563	32.09
FF 6th Class		58655	1760	60415			60415	2,323.65	15105	5035	29.05
FF 7th Class		50401	1512	51913			51913	1,996.65	12978	4326	24.96
FF 8th Class		43045	1291	44336			44336	1,705.23	11085	3695	21.32
Prob.		34755	1043	35798			35798	1,376.84	8949	2983	17.21
After 3-1-2000											
FF 1st Class - 5 Yrs.	2%	89488	2685	92173		1843	94016	3,616.00	23505	7835	45.20
FF 1st Class		89488	2685	92173			92173	3,545.11	23043	7681	44.31
FF 2nd Class - 5 Yrs.	2%	83295	2499	85794		1716	87510	3,365.76	21879	7293	42.07
FF 2nd Class		83295	2499	85794			85794	3,299.76	21450	7150	41.25
FF 3rd Class - 5 Yrs.	2%	77137	2314	79451		1589	81040	3,116.92	20259	6753	38.96
FF 3rd Class		77137	2314	79451			79451	3,055.80	19863	6621	38.20
FF 4th Class - 5 Yrs.	2%	70978	2129	73107		1462	74569	2,868.03	18642	6214	35.85
FF 4th Class		70978	2129	73107			73107	2,811.80	18276	6092	35.15
FF 5th Class - 5 Yrs.	2%	64813	1944	66757		1336	68093	2,618.96	17022	5674	32.74
FF 5th Class		64813	1944	66757			66757	2,567.57	16689	5563	32.09
FF 6th Class		58655	1760	60415			60415	2,323.65	15105	5035	29.05
FF 7th Class		50401	1512	51913			51913	1,996.65	12978	4326	24.96
FF 8th Class		43045	1291	44336			44336	1,705.23	11085	3695	21.32
Prob.		34755	1043	35798			35798	1,376.84	8949	2983	17.21

FMBA SALARY CHART 2010  
(based on 2.5% for 2009 and 3% for 2010)

Rank	Long.	2009 Base	3% Inc.	2010 Base	St-Status	2010 Long	2010 Gross	BiWeekly	Qtr.	Month	Hourly
<b>Inspector 2nd Yr.</b>								26 Pays			
<b>Before 3-1-2000</b>											
FF 1st Class	12%	89930	2698	92628	3924	11115	107667	4,141.03	26916	8972	51.76
FF 1st Class	10%	89930	2698	92628	3924	9263	105815	4,069.80	26454	8818	50.87
FF 1st Class	6%	89930	2698	92628	3924	5558	102110	3,927.30	25527	8509	49.09
FF 1st Class	6%	89930	2698	92628	2943	5558	101129	3,889.57	25281	8427	48.62
FF 1st Class	6%	89930	2698	92628	1962	5558	100148	3,851.84	25038	8346	48.15
FF 1st Class - hired 1995	6%	89930	2698	92628	981	5558	99167	3,814.11	24792	8264	47.68
FF 1st Class	4%	89930	2698	92628		3705	96333	3,705.11	24084	8028	46.31
FF 1st Class	2%	89930	2698	92628		1852	94480	3,633.84	23619	7873	45.42
FF 2nd Class - 5 Yrs.	2%	83736	2512	86248		1725	87973	3,383.57	21993	7331	42.29
FF 3rd Class		77577	2327	79904			79904	3,073.23	19977	6659	38.42
FF 4th Class		71418	2143	73561			73561	2,829.26	18390	6130	35.37
FF 5th Class		65256	1958	67214			67214	2,585.15	16803	5601	32.31
FF 6th Class		59095	1773	60868			60868	2,341.07	15216	5072	29.26
FF 7th Class		50843	1525	52368			52368	2,014.15	13092	4364	25.18
<b>Inspector 2nd Yr.</b>											
<b>After 3-1-2000</b>											
FF 1st Class - 5 Yrs.	2%	89930	2698	92628		1852	94480	3,633.84	23619	7873	45.42
FF 1st Class		89930	2698	92628			92628	3,562.61	23157	7719	44.53
FF 2nd Class - 5 Yrs.	2%	83736	2512	86248		1725	87973	3,383.57	21993	7331	42.29
FF 2nd Class		83736	2512	86248			86248	3,317.23	21561	7187	41.47
FF 3rd Class - 5 Yrs.	2%	77577	2327	79904		1598	81502	3,134.69	20376	6792	39.18
FF 3rd Class		77577	2327	79904			79904	3,073.23	19977	6659	38.42
FF 4th Class - 5 Yrs.	2%	71418	2143	73561		1471	75032	2,885.84	18759	6253	36.07
FF 4th Class		71418	2143	73561			73561	2,829.26	18390	6130	35.37
FF 5th Class - 5 Yrs.	2%	65256	1958	67214		1344	68558	2,636.84	17139	5713	32.96
FF 5th Class		65256	1958	67214			67214	2,585.15	16803	5601	32.31
FF 6th Class		59095	1773	60868			60868	2,341.07	15216	5072	29.26
FF 7th Class		50843	1525	52368			52368	2,014.15	13092	4364	25.18
<b>Prob.</b>		35153	1055	36208			36208	1,392.61	9051	3017	17.41

**FMBA SALARY CHART 2011**  
(based on 2.75% increase)

Rank	Long.	2010 Base	2.75%Incr	2011 Base	Sr Status	2011 Long	2011 Gross	BiWeekly 26 Pays	Qtr.	Month	Hourly
<b>Shift</b>											
<b>Before 3-1-2000</b>											
FF 1st Class	12%	90656	2493	93149	3924	11179	108252	4,163.53	27063	9021	52.04
FF 1st Class	10%	90656	2493	93149	3924	9316	106389	4,091.88	26598	8866	51.15
FF 1st Class	6%	90656	2493	93149	3924	5589	102662	3,948.53	25665	8555	49.36
FF 1st Class	6%	90656	2493	93149	2943	5589	101681	3,910.80	25419	8473	48.89
FF 1st Class	6%	90656	2493	93149	1962	5589	100700	3,873.07	25176	8392	48.41
FF 1st Class - hired 1996	6%	90656	2493	93149	981	5589	99719	3,835.34	24930	8310	47.94
FF 1st Class	4%	90656	2493	93149		3726	96875	3,725.96	24219	8073	46.57
FF 1st Class	2%	90656	2493	93149		1863	95012	3,654.30	23754	7918	45.68
FF 2nd Class - 5 Yrs.	2%	84276	2318	86594		1732	88326	3,397.15	22083	7361	42.46
FF 3rd Class		77934	2143	80077			80077	3,079.88	20019	6673	38.50
FF 4th Class		71590	1969	73559			73559	2,829.19	18390	6130	35.36
FF 5th Class		65241	1794	67035			67035	2,578.26	16758	5586	32.23
FF 6th Class		58897	1620	60517			60517	2,327.57	15129	5043	29.09
FF 7th Class		50396	1386	51782			51782	1,991.61	12945	4315	24.90
FF 8th Class		42957	1181	44138			44138	1,697.61	11034	3678	21.22
Prob.		34421	947	35368			35368	1,360.30	8841	2947	17.00
<b>After 3-1-2000</b>											
FF 1st Class - 5 Yrs.	2%	90656	2493	93149		1863	95012	3,654.30	23754	7918	45.68
FF 1st Class		90656	2493	93149			93149	3,582.65	23286	7762	44.78
FF 2nd Class - 5 Yrs.	2%	84276	2318	86594		1732	88326	3,397.15	22083	7361	42.46
FF 2nd Class		84276	2318	86594			86594	3,330.53	21648	7216	41.63
FF 3rd Class - 5 Yrs.	2%	77934	2143	80077		1602	81679	3,141.50	20421	6807	39.27
FF 3rd Class		77934	2143	80077			80077	3,079.88	20019	6673	38.50
FF 4th Class - 5 Yrs.	2%	71590	1969	73559		1471	75030	2,885.76	18756	6262	36.07
FF 4th Class		71590	1969	73559			73559	2,829.19	18390	6130	35.36
FF 5th Class - 5 Yrs.	2%	65241	1794	67035		1341	68376	2,629.84	17094	5698	32.87
FF 5th Class		65241	1794	67035			67035	2,578.26	16758	5586	32.23
FF 6th Class		58897	1620	60517			60517	2,327.57	15129	5043	29.09
FF 7th Class		50396	1386	51782			51782	1,991.61	12945	4315	24.90
FF 8th Class		42957	1181	44138			44138	1,697.61	11034	3678	21.22
Prob.		34421	947	35368			35368	1,360.30	8841	2947	17.00

FMBA SALARY CHART 2011  
(based on 2.75 for 2011)

Rank	Long.	2010 Base	2.75% Inc	2011 Base	Sr Status	2011 Long	2011 Gross	BiWeekly 26 Pays	Qtr.	Month	Hourly
Inspector 3rd Yr. Before 3-1-2000											
FF 1st Class	12%	93084	2560	95644	3924	11477	111045	4,270.96	27762	9254	53.39
FF 1st Class	10%	93084	2560	95644	3924	9564	109132	4,197.38	27283	9094	52.47
FF 1st Class	6%	93084	2560	95644	3924	5739	105307	4,050.26	26328	8776	50.63
FF 1st Class	6%	93084	2560	95644	2943	5739	104326	4,012.53	26082	8694	50.16
FF 1st Class	6%	93084	2560	95644	1962	5739	103345	3,974.80	25836	8612	49.69
FF 1st Class - hired 1996	6%	93084	2560	95644	981	5739	102364	3,937.07	25590	8530	49.21
FF 1st Class	4%	93084	2560	95644		3826	99470	3,825.76	24867	8289	47.82
FF 1st Class	2%	93084	2560	95644		1913	97557	3,752.19	24390	8130	46.90
FF 2nd Class - 5 Yrs.	2%	86704	2384	89088		1782	90870	3,495.00	22719	7573	43.69
FF 3rd Class		80361	2210	82571			82571	3,175.80	20643	6881	39.70
FF 4th Class		74016	2035	76051			76051	2,925.03	19014	6338	36.56
FF 5th Class		67668	1861	69529			69529	2,674.19	17382	5794	33.43
FF 6th Class		61322	1686	63008			63008	2,423.38	15753	5251	30.29
FF 7th Class		52823	1453	54276			54276	2,087.53	13569	4523	26.09
Inspector 3rd Yr. After 3-1-2000											
FF 1st Class - 5 Yrs.	2%	93084	2560	95644		1913	97557	3,752.19	24390	8130	46.90
FF 1st Class		93084	2560	95644			95644	3,678.61	23910	7970	45.98
FF 2nd Class - 5 Yrs.	2%	86704	2384	89088		1782	90870	3,495.00	22719	7573	43.69
FF 2nd Class		86704	2384	89088			89088	3,426.46	22272	7424	42.83
FF 3rd Class - 5 Yrs.	2%	80361	2210	82571		1651	84222	3,239.30	21057	7019	40.49
FF 3rd Class		80361	2210	82571			82571	3,175.80	20643	6881	39.70
FF 4th Class - 5 Yrs.	2%	74016	2035	76051		1521	77572	2,983.53	19392	6464	37.29
FF 4th Class		74016	2035	76051			76051	2,925.03	19014	6338	36.56
FF 5th Class - 5 Yrs.	2%	67668	1861	69529		1390	70919	2,727.65	17730	5910	34.10
FF 5th Class		67668	1861	69529			69529	2,674.19	17382	5794	33.43
FF 6th Class		61322	1686	63008			63008	2,423.38	15753	5251	30.29
FF 7th Class		52823	1453	54276			54276	2,087.53	13569	4523	26.09
FF 8th Class		45148	1242	46390			46390	1,784.23	11598	3866	22.30
Prob.		36624	1007	37631			37631	1,447.34	9408	3136	18.09

**FMBA SALARY CHART 2011**  
(based on 2.75% for 2011)

Rank	Long.	2010 Base	2.75%	2011 Base	Sr. Status	2011 Long	2011 Gross	BiWeekly	Qtr.	Month	Hourly
<b>Inspector 1st Yr.</b>								26 Pays			
<b>Before 3-1-2000</b>											
FF 1st Class	12%	92173	2535	94708	3924	11365	109997	4,230.65	27498	9166	52.88
FF 1st Class	10%	92173	2535	94708	3924	9471	108103	4,157.80	27027	9009	51.97
FF 1st Class	6%	92173	2535	94708	3924	5682	104314	4,012.07	26079	8693	50.15
FF 1st Class	6%	92173	2535	94708	2943	5682	103333	3,974.34	25833	8611	49.68
FF 1st Class	6%	92173	2535	94708	1962	5682	102352	3,936.61	25587	8529	49.21
FF 1st Class - hired 1996	6%	92173	2535	94708	981	5682	101371	3,898.88	25344	8448	48.74
FF 1st Class	4%	92173	2535	94708		3788	98496	3,788.30	24624	8208	47.35
FF 1st Class	2%	92173	2535	94708		1894	96602	3,715.46	24150	8050	46.44
FF 2nd Class - 5 Yrs.	2%	85794	2359	88153		1763	89916	3,458.30	22479	7493	43.23
FF 3rd Class		79451	2185	81636			81636	3,139.84	20409	6803	39.25
FF 4th Class		73107	2010	75117			75117	2,889.11	18780	6260	36.11
FF 5th Class		66757	1836	68593			68593	2,638.19	17148	5716	32.98
FF 6th Class		60415	1661	62076			62076	2,387.53	15519	5173	29.84
FF 7th Class		51913	1428	53341			53341	2,051.57	13335	4445	25.64
FF 8th Class		44336	1219	45555			45555	1,752.11	11388	3796	21.90
Prob.		35798	984	36782			36782	1,414.69	9195	3065	17.68
<b>Inspector 1st Yr.</b>											
<b>After 3-1-2000</b>											
FF 1st Class - 5 Yrs.	2%	92173	2535	94708		1894	96602	3,715.46	24150	8050	46.44
FF 1st Class		92173	2535	94708			94708	3,642.61	23676	7892	45.53
FF 2nd Class - 5 Yrs.	2%	85794	2359	88153		1763	89916	3,458.30	22479	7493	43.23
FF 2nd Class		85794	2359	88153			88153	3,390.50	22038	7346	42.38
FF 3rd Class - 5 Yrs.	2%	79451	2185	81636		1633	83269	3,202.65	20817	6939	40.03
FF 3rd Class		79451	2185	81636			81636	3,139.84	20409	6803	39.25
FF 4th Class - 5 Yrs.	2%	73107	2010	75117		1502	76619	2,946.88	19155	6385	36.84
FF 4th Class		73107	2010	75117			75117	2,889.11	18780	6260	36.11
FF 5th Class - 5 Yrs.	2%	66757	1836	68593		1372	69965	2,690.96	17490	5830	33.64
FF 5th Class		66757	1836	68593			68593	2,638.19	17148	5716	32.98
FF 6th Class		60415	1661	62076			62076	2,387.53	15519	5173	29.84
FF 7th Class		51913	1428	53341			53341	2,051.57	13335	4445	25.64
FF 8th Class		44336	1219	45555			45555	1,752.11	11388	3796	21.90
Prob.		35798	984	36782			36782	1,414.69	9195	3065	17.68

**FMBA SALARY CHART 2012**  
(based on 2.25% increase)

Rank	Long.	2011 Base	2.25% Inc	2012 Base	St. Status	2012 Long	2012 Gross	BiWeekly 26 Pays	Qtr.	Month	Hourly
<b>Shift</b>											
<b>Before 3-1-2000</b>											
FF 1st Class	12%	93149	2096	95245	3924	11429	110598	4,253.76	27651	9217	53.17
FF 1st Class	10%	93149	2096	95245	3924	9524	108693	4,180.50	27174	9058	52.26
FF 1st Class	6%	93149	2096	95245	3924	5715	104884	4,034.00	26220	8740	50.42
FF 1st Class	6%	93149	2096	95245	2943	5715	103903	3,996.26	25977	8659	49.95
FF 1st Class	6%	93149	2096	95245	1962	5715	102922	3,958.53	25731	8577	49.48
FF 1st Class - hired 1997	6%	93149	2096	95245	981	5715	101941	3,920.80	25485	8495	49.01
FF 1st Class	4%	93149	2096	95245		3810	99055	3,809.80	24765	8255	47.62
FF 1st Class	2%	93149	2096	95245		1905	97150	3,736.53	24288	8096	46.71
FF 2nd Class - 5 Yrs.	2%	86594	1948	88542		1771	90313	3,473.57	22578	7526	43.42
FF 3rd Class		80077	1802	81879			81879	3,149.19	20469	6823	39.36
FF 4th Class		73559	1655	75214			75214	2,892.84	18804	6268	36.16
FF 5th Class		67035	1508	68543			68543	2,636.26	17136	5712	32.95
FF 6th Class		60517	1362	61879			61879	2,379.96	15471	5157	29.75
FF 7th Class		51782	1165	52947			52947	2,036.42	13236	4412	25.46
FF 8th Class		44138	993	45131			45131	1,735.80	11283	3761	21.70
Prob.		35368	796	36164			36164	1,390.92	9042	3014	17.39
<b>After 3-1-2000</b>											
FF 1st Class - 5 Yrs.	2%	93149	2096	95245		1905	97150	3,736.53	24288	8096	46.71
FF 1st Class		93149	2096	95245			95245	3,663.26	23811	7937	45.79
FF 2nd Class - 5 Yrs.	2%	86594	1948	88542		1771	90313	3,473.57	22578	7526	43.42
FF 2nd Class		86594	1948	88542			88542	3,405.46	22137	7379	42.57
FF 3rd Class - 5 Yrs.	2%	80077	1802	81879		1637	83516	3,212.15	20880	6960	40.15
FF 3rd Class		80077	1802	81879			81879	3,149.19	20469	6823	39.36
FF 4th Class - 5 Yrs.	2%	73559	1655	75214		1504	76718	2,950.69	19179	6393	36.88
FF 4th Class		73559	1655	75214			75214	2,892.84	18804	6268	36.16
FF 5th Class - 5 Yrs.	2%	67035	1508	68543		1371	69914	2,689.00	17478	5826	33.61
FF 5th Class		67035	1508	68543			68543	2,636.26	17136	5712	32.95
FF 6th Class		60517	1362	61879			61879	2,379.96	15471	5157	29.75
FF 7th Class		51782	1165	52947			52947	2,036.42	13236	4412	25.46
FF 8th Class		44138	993	45131			45131	1,735.80	11283	3761	21.70
Prob.		35368	796	36164			36164	1,390.92	9042	3014	17.39

FMBA SALARY CHART 2012  
(based on 2.25 for 2012)

Rank	Long.	2011 Base	2.25% Inc.	2012 Base	Sr Status	2012 Long	2012 Gross	BiWeekly 26 Pays	Qtr.	Month	Hourly
<b>Inspector 3rd Yr.</b>											
<b>Before 3-1-2000</b>											
FF 1st Class	12%	95644	2152	97796	3924	11736	113456	4,363.69	28365	9455	54.55
FF 1st Class	10%	95644	2152	97796	3924	9780	111500	4,270.34	27756	9292	53.61
FF 1st Class	6%	95644	2152	97796	3924	5868	107588	4,138.00	26898	8966	51.72
FF 1st Class	6%	95644	2152	97796	2943	5868	106607	4,100.26	26652	8884	51.25
FF 1st Class	6%	95644	2152	97796	1962	5868	105626	4,062.53	26406	8802	50.78
FF 1st Class - hired 1997	6%	95644	2152	97796	981	5868	104645	4,024.80	26160	8720	50.31
FF 1st Class	4%	95644	2152	97796		3912	101708	3,911.84	25428	8476	48.90
FF 1st Class	2%	95644	2152	97796		1956	99752	3,836.61	24939	8313	47.96
FF 2nd Class - 5 Yrs.	2%	89088	2004	91092		1822	92914	3,573.61	23229	7743	44.67
FF 3rd Class		82571	1858	84429			84429	3,247.26	21108	7036	40.59
FF 4th Class		76051	1711	77762			77762	2,990.84	19440	6480	37.39
FF 5th Class		69529	1564	71093			71093	2,734.34	17772	5924	34.18
FF 6th Class		63008	1418	64426			64426	2,477.92	16107	5369	30.97
FF 7th Class		54276	1221	55497			55497	2,134.50	13875	4625	26.68
Inspector 3rd Yr.											
<b>After 3-1-2000</b>											
FF 1st Class - 5 Yrs.	2%	95644	2152	97796		1956	99752	3,836.61	24939	8313	47.96
FF 1st Class		95644	2152	97796			97796	3,761.38	24450	8150	47.02
FF 2nd Class - 5 Yrs.	2%	89088	2004	91092		1822	92914	3,573.61	23229	7743	44.67
FF 2nd Class		89088	2004	91092			91092	3,503.53	22773	7591	43.79
FF 3rd Class - 5 Yrs.	2%	82571	1858	84429		1688	86117	3,312.19	21528	7176	41.40
FF 3rd Class		82571	1858	84429			84429	3,247.26	21108	7036	40.59
FF 4th Class - 5 Yrs.	2%	76051	1711	77762		1555	79317	3,050.65	19830	6610	38.13
FF 4th Class		76051	1711	77762			77762	2,990.84	19440	6480	37.39
FF 5th Class - 5 Yrs.	2%	69529	1564	71093		1422	72515	2,789.03	18129	6043	34.86
FF 5th Class		69529	1564	71093			71093	2,734.34	17772	5924	34.18
FF 6th Class		63008	1418	64426			64426	2,477.92	16107	5369	30.97
FF 7th Class		54276	1221	55497			55497	2,134.50	13875	4625	26.68
FF 8th Class		46390	1044	47434			47434	1,824.38	11859	3953	22.80
Prob.		37631	847	38478			38478	1,479.92	9618	3206	18.50

FMBA SALARY CHART 2012  
(based on 2.25% for 2012)

Rank	Long.	2011 Base	2.25% Inc	2012 Base	Sr Status	2012 Long	2012 Gross	BIWeekly	Qtr.	Month	Hourly
Inspector 2nd Yr.								26 Pays			
Before 3-1-2000											
FF 1st Class	12%	95175	2141	97316	3924	11678	112918	4,343.00	28230	9410	54.29
FF 1st Class	10%	95175	2141	97316	3924	9732	110972	4,268.15	27744	9248	53.35
FF 1st Class	6%	95175	2141	97316	3924	5839	107079	4,118.42	26769	8923	51.48
FF 1st Class	6%	95175	2141	97316	2943	5839	106098	4,080.69	26526	8842	51.01
FF 1st Class - hired 1997	6%	95175	2141	97316	1962	5839	105117	4,042.96	26280	8760	50.54
FF 1st Class	4%	95175	2141	97316	981	5839	104136	4,005.23	26034	8678	50.07
FF 1st Class	2%	95175	2141	97316		3893	101209	3,892.65	25302	8434	48.66
FF 2nd Class - 5 Yrs.	2%	88620	1994	90614		1947	99263	3,817.80	24816	8272	47.72
FF 3rd Class		82101	1847	83948		1812	92426	3,554.84	23106	7702	44.44
FF 4th Class		75584	1701	77285			83948	3,228.76	20988	6996	40.36
FF 5th Class		69062	1554	70616			77285	2,972.50	19320	6440	37.16
FF 6th Class		62542	1407	63949			70616	2,716.00	17655	5885	33.95
FF 7th Class		53808	1211	55019			63949	2,459.57	15987	5329	30.74
FF 8th Class		45978	1035	47013			55019	2,116.11	13755	4585	26.45
Prob.		37204	837	38041			38041	1,463.11	9510	3170	18.29
Inspector 2nd Yr.											
After 3-1-2000											
FF 1st Class - 5 Yrs.	2%	95175	2141	97316		1947	99263	3,817.80	24816	8272	47.72
FF 1st Class		95175	2141	97316			97316	3,742.92	24330	8110	46.79
FF 2nd Class - 5 Yrs.	2%	88620	1994	90614		1812	92426	3,554.84	23106	7702	44.44
FF 2nd Class		88620	1994	90614			90614	3,485.15	22653	7551	43.56
FF 3rd Class - 5 Yrs.	2%	82101	1847	83948		1679	85627	3,293.34	21408	7136	41.17
FF 3rd Class		82101	1847	83948			83948	3,228.76	20988	6996	40.36
FF 4th Class - 5 Yrs.	2%	75584	1701	77285		1545	78830	3,031.92	19707	6569	37.90
FF 4th Class		75584	1701	77285			77285	2,972.50	19320	6440	37.16
FF 5th Class - 5 Yrs.	2%	69062	1554	70616		1412	72028	2,770.30	18006	6002	34.63
FF 5th Class		69062	1554	70616			70616	2,716.00	17655	5885	33.95
FF 6th Class		62542	1407	63949			63949	2,459.57	15987	5329	30.74
FF 7th Class		53808	1211	55019			55019	2,116.11	13755	4585	26.45
FF 8th Class		45978	1035	47013			47013	1,808.19	11754	3918	22.60
Prob.		37204	837	38041			38041	1,463.11	9510	3170	18.29



FMBA SALARY CHART 2012  
(based on 2.25% for 2012)

Rank	Long.	2011 Base	2.25% Inc	2012 Base	Sr Status	2012 Long	2012 Long	BiWeekly	Qtr.	Month	Hourly
<b>Inspector 1st Yr.</b>								26 Pays			
<b>Before 3-1-2000</b>											
FF 1st Class	12%	94708	2131	96839	3924	11621	112384	4,322.46	28095	9365	54.03
FF 1st Class	10%	94708	2131	96839	3924	9684	110447	4,247.96	27612	9204	53.10
FF 1st Class	6%	94708	2131	96839	3924	5810	106573	4,098.96	26643	8881	51.24
FF 1st Class	6%	94708	2131	96839	2943	5810	105592	4,061.23	26397	8799	50.77
FF 1st Class	6%	94708	2131	96839	1962	5810	104611	4,023.50	26154	8718	50.29
FF 1st Class - hired 1997	6%	94708	2131	96839	981	5810	103630	3,985.76	25908	8636	49.82
FF 1st Class	4%	94708	2131	96839		3873	100712	3,873.53	25179	8393	48.42
FF 1st Class	2%	94708	2131	96839		1937	98776	3,799.07	24693	8231	47.49
FF 2nd Class - 5 Yrs.	2%	88153	1983	90136		1803	91939	3,536.11	22986	7662	44.20
FF 3rd Class		81636	1837	83473			83473	3,210.50	20868	6956	40.13
FF 4th Class		75117	1690	76807			76807	2,954.11	19203	6401	36.93
FF 5th Class		68593	1543	70136			70136	2,697.53	17535	5845	33.72
FF 6th Class		62076	1397	63473			63473	2,441.26	15867	5289	30.52
FF 7th Class		53341	1200	54541			54541	2,097.73	13635	4545	26.22
FF 8th Class		45555	1025	46580			46580	1,791.53	11646	3882	22.39
Prob.		36782	828	37610			37610	1,446.53	9402	3134	18.08
<b>Inspector 1st Yr.</b>											
<b>After 3-1-2000</b>											
FF 1st Class - 5 Yrs.	2%	94708	2131	96839		1937	98776	3,799.07	24693	8231	47.49
FF 1st Class		94708	2131	96839			96839	3,724.57	24210	8070	46.56
FF 2nd Class - 5 Yrs.	2%	88153	1983	90136		1803	91939	3,536.11	22986	7662	44.20
FF 2nd Class		88153	1983	90136			90136	3,466.76	22533	7511	43.33
FF 3rd Class - 5 Yrs.	2%	81636	1837	83473		1669	85142	3,274.69	21285	7095	40.93
FF 3rd Class		81636	1837	83473			83473	3,210.50	20868	6956	40.13
FF 4th Class - 5 Yrs.	2%	75117	1690	76807		1536	78343	3,013.19	19587	6529	37.67
FF 4th Class		75117	1690	76807			76807	2,954.11	19203	6401	36.93
FF 5th Class - 5 Yrs.	2%	68593	1543	70136		1403	71539	2,751.50	17886	5962	34.39
FF 5th Class		68593	1543	70136			70136	2,697.53	17535	5845	33.72
FF 6th Class		62076	1397	63473			63473	2,441.26	15867	5289	30.52
FF 7th Class		53341	1200	54541			54541	2,097.73	13635	4545	26.22
FF 8th Class		45555	1025	46580			46580	1,791.53	11646	3882	22.39
Prob.		36782	828	37610			37610	1,446.53	9402	3134	18.08