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MEMORANDUM OF AGREEMENT

This Memorandum of Agreement entered into this 23rd day of January, 1969, between FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION, Branch #11, and CITY OF BAYONNE.

WITNESSETH:

WHEREAS, the Mayor and the Municipal Council of the City of Bayonne have reached agreement with the Firemen's Mutual Benevolent Association, Branch #11, to fix the salaries, fringe benefits and certain other working conditions of the members of the Fire Department of the City of Bayonne; and

WHEREAS, the aforementioned agreement is to cover such matters as mentioned above for the calendar years 1969 and 1970; and

WHEREAS, a copy of an ordinance concerning such matters was introduced at the meeting of the Municipal Council of the City of Bayonne on December 30, 1968, a copy of which is appended hereto and made part hereof; and

WHEREAS, this Memorandum and the appendage hereto constitute the full and complete agreement between the undersigned parties; and

WHEREAS, it is further agreed that the Firemen's Mutual Benevolent Association, Branch #11, will make no further requests for salary increments, fringe benefits, or modification of the working conditions of the members of the Fire Department of the

WITNESSETH:
MAYOR

City of Bayonne during the term of this agreement; and

WHEREAS, in consideration of all of the foregoing;

NOW, WHEREFORE, the City of Bayonne and the Firemen's Mutual Benevolent Association, Branch 611, do hereby agree to the terms and conditions set forth herein, and set their hands and seals below.

Attest:

Francis J. Steffek

FIREMEN'S MUTUAL BENEVOLENT
ASSOCIATION, BRANCH 611

By: Albert Reynolds

Attest:

John F. Lee
John F. Lee, City Clerk

CITY OF BAYONNE

By: David F. Pomeroy

Approved as to form

James P. Dugan
James P. Dugan, Director
Department of Law

AN ORDINANCE

TO SUPPLEMENT AND AMEND AN ORDINANCE ENTITLED "AN ORDINANCE TO ESTABLISH SALARY RANGES, CLOTHING ALLOWANCES AND OTHER BENEFITS TO BE PAID TO UNIFORMED MEMBERS OF THE POLICE AND FIRE DEPARTMENTS OF THE CITY OF BAYONNE," ADOPTED APRIL 30, 1968.

THE MUNICIPAL COUNCIL OF THE CITY OF BAYONNE DOES ORDAIN:

Section 1. The following positions in the Police and Fire Departments of the City of Bayonne are hereby established and shall have as their salaries the amounts listed opposite each title on the dates indicated and thereafter.

<u>TITLE</u>	<u>Jan. 2, 1968</u>	<u>Dec. 31, 1968</u>	<u>Dec. 30, 1969</u>
<u>FIRE DEPARTMENT</u>			
Fireman	\$7,100.00	\$7,600.00	\$8,100.00
Mechanic	7,985.00	8,485.00	8,985.00
Chauffeur	7,985.00	8,485.00	8,985.00
Maintenance Repairman	7,985.00	8,485.00	8,985.00
Asst. Superintendent Captains	8,600.00	9,100.00	9,600.00
Drillmaster	9,600.00	10,100.00	10,600.00
Supt. of Apparatus	9,600.00	10,100.00	10,600.00
Deputy Chief	10,600.00	11,100.00	11,600.00
Chief	12,000.00	12,500.00	13,000.00
<u>POLICE DEPARTMENT</u>			
Patrolman	\$7,100.00	\$7,600.00	\$8,100.00
Police Investigator	7,100.00	7,600.00	8,100.00
Sergeant	7,850.00	8,350.00	8,850.00
Lieutenant	8,600.00	9,100.00	9,600.00
Captain	9,350.00	9,850.00	10,350.00
Inspector	10,100.00	10,600.00	11,100.00
Deputy Chief	10,850.00	11,350.00	11,850.00
Chief	12,000.00	12,500.00	13,000.00

Section 2. Compensation for Additional, Specialized Duties. In addition to the annual salary set forth above, the Director of the Department of Public Safety may authorize additional salary as follows for the performance of additional, specialized duties:

Members of the Fire Department assigned as dispatchers, the amount of \$200.00 per year;

Members of the Police Department assigned to plain clothes duty, the amount of \$300.00 per year;

Any member of the Police Department assigned and serving as Secretary to the Chief of Police, the aggregate additional amount of \$600.00 per year.

Section 3. Longevity Payments. All members of the Police and Fire Departments, listed herein, with at least five years service shall, in addition to the salary set forth in Section 1 above, receive an additional salary payment as follows, on the dates indicated below:

Effective date of this Ordinance - All employees mentioned above who will have been employed for a period of at least five years shall receive an additional 2% of their base pay as a longevity salary increment. The payment of said increment shall commence on the first day of the first payroll period following the fifth anniversary of said employee's employment.

December 31, 1968 - All employees mentioned above who will have been employed for a period of at least ten years shall receive an additional 4% of their base pay as a longevity salary increment. The payment of said increment shall commence on the first day of the first payroll period following the tenth anniversary of said employee's employment.

December 30, 1969 - All employees mentioned above who will have been employed for a period of at least fifteen years shall receive an additional 6% of their base pay as a longevity salary increment. The payment of said increment shall commence on the first day of the first payroll period following the fifteenth anniversary of said employee's employment.

December 29, 1970 - All employees mentioned above who will have been employed for a period of at least twenty years shall receive an additional 8% of their base pay as a longevity salary increment. The payment of said increment shall commence on the first day of the first payroll period following the twentieth anniversary of said employee's employment.

December 28, 1971 - All employees mentioned above who will have been employed for a period of at least twenty-five years shall receive an additional 10% of their base pay as a longevity salary increment. The payment of said increment shall commence on the first day of the first payroll period following the twenty-fifth anniversary of said employee's employment.

Notwithstanding any of the foregoing, any member of the Police or Fire Department who has reached the age of 62 years and who has served as a member of such department for at least 25 years shall, on the first day of the first payroll period after the effective date hereof and thereafter, be paid an additional 10% of his base pay as a longevity salary increment.

Section 4. Starting Salaries. Notwithstanding any of the foregoing, anyone appointed to the position of Patrolman, Police Investigator or Fireman during the calendar year 1967 or 1968, or thereafter, shall have as his salary an amount \$500.00 less than as indicated on the schedule set forth in Section 1 until the first day of the first payroll period following the first anniversary of his appointment, when thereafter his salary shall be as indicated in Section 1.

Section 5. Emergency Duty Compensation. In addition to the foregoing, the Director of Public Safety is hereby authorized, pursuant to the Revised Statutes of the State of New Jersey 40:47-12.12 et seq., to pay emergency overtime compensation to any member of the Police Department or Fire Department for emergency overtime duty rendered by such employee. Such additional compensation shall be paid at the rate of \$3.50 per hour, provided that such overtime emergency compensation appropriation has been provided. The overtime pay authorized herein for members of the Fire Department shall be in an amount equal to at least four hours pay for each separate emergency to each member of the Fire Department who is caused to be recalled to or continued on duty.

Section 6. Police Department Clothing Allowance. The following members of the Police Department: Police Chief, Deputy Police Chief, Police Inspector, Police Captains, Police Lieutenants, Police Sergeants, Detectives, Patrolmen and Police Investigator, shall, in addition to their salaries, be paid the sum of Two Hundred Fifty (\$250.00) Dollars per year as an allowance for the purchase, care and replacement of uniforms. The said sum of Two Hundred Fifty (\$250.00) Dollars shall be paid in two installments to such members of the Department or retired members of the Department, who have been employed in the positions mentioned above, during the six-month period immediately preceding the dates when payments shall become due. The sum of One Hundred Twenty-Five (\$125.00) Dollars shall become due and payable on the first day of July and the twenty-second day of December in each year. For the purposes of this section, the six-month period prior to the first day of July shall be deemed to commence on the first day of January and the six-month period prior to the twenty-second day of December shall be deemed to commence on the first day of July. Said payments shall be made for the calendar year 1968 and each calendar year thereafter.

Section 7. Fire Department Clothing Allowance. The following members of the Fire Department: Fire Chief, Drillmaster, Superintendent of Apparatus, Assistant Superintendent of Apparatus, Deputy Fire Chiefs, Fire Captains, Chauffeurs, Mechanic and Firemen, shall, in addition to their salaries, be paid the sum of Two Hundred Fifty (\$250.00) Dollars per year as an allowance for the purchase, care and replacement of uniforms. The said sum of Two Hundred Fifty (\$250.00) Dollars shall be paid in two installments to such members of the Department or retired members of the Department, who have been employed in the positions mentioned above during the six-month period immediately preceding the dates when payments shall become due. The sum of One Hundred Twenty-Five (\$125.00) Dollars shall become due and payable on the first day of July and the twenty-second day of December in each year. For purposes of this section, the six-month period prior to the first day of July shall be deemed to commence on the first day of January and the six-month period prior to the twenty-second day of December shall be deemed to commence on the first day of July. Said payments shall be made for the calendar year 1969 and each calendar year thereafter.

Section 8. In addition to the foregoing, all employees set forth above shall receive insurance coverage and benefits as follows:

1. A non-contributory life and accidental death and dismemberment insurance in the amount of
 - (a) Straight life insurance \$2,000, except for those employees 65 years of age or over whose coverage shall be \$1,000.

(b) Accidental death and dismemberment insurance \$2,000, except those employees 65 years of age or over whose coverage shall be \$1,000.

2. Non-contributory major medical expense insurance with a maximum benefit of up to \$20,000.
3. "Rider J" coverage of the type presently afforded under the Blue Cross and Blue Shield standard coverage, including all types of contracts for such coverage held by all employees mentioned herein.
4. Such insurance coverage shall be subject to the provisions of insurance agreements covering the subject matter hereof, which are from time to time authorized by resolution of the Governing Body of the City of Bayonne.

Section 9. All members of the Fire Department shall, after one year's service in said department, receive as their annual vacation 30 calendar days, 14 days of which period shall be given during the months of June, July, August or September. In addition to the annual vacation as aforesaid, all members of the Fire Department shall, after one year's service in said department, be entitled to 12 calendar days off in lieu of the 7 paid holidays which might otherwise be observed by the closing of municipal offices in the City of Bayonne. These 12 calendar days shall be added to the member's annual vacation, but shall not be granted during the months of June, July, August or September.

All firemen shall, during the calendar year of their appointment, be entitled to additional days off numbering one vacation day for each month after the month of their appointment to the end of the calendar year and one day in lieu of paid holidays for each month after the month of their appointment to the end of the calendar year. In the following calendar year,

the members shall be entitled to the full vacation of 30 calendar days plus the 12 calendar days in lieu of paid holidays.

Section 10. Other than those employees of the Fire Department assigned to administrative or specialized duties as designated by the Chief of the Fire Department, all members of the Fire Department shall, except in the case of emergency as shall be determined by the Chief of the Fire Department, work a schedule consisting of two 10-hour day shifts followed by 48 hours off, and then to be followed by two 14-hour night shifts followed by 72 hours off. This schedule shall be accomplished in periods of eight-day rotating cycles and shall, over a period of 8 weeks, average 42 hours per week per member of the Fire Department as aforesaid.

Section 11. All members of the Police Department or Fire Department who shall be temporarily promoted to an acting rank shall be paid the same amount of salary and other amounts set forth herein as if such member of the Police Department or Fire Department was serving in that rank by reason of a permanent appointment.

Section 12. This ordinance repeals any ordinance enacted prior to the date hereof to the extent of any inconsistency between this ordinance and one enacted prior hereto.

Section 13. The effective date of this ordinance shall be December 31, 1968.

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MEMORANDUM OF AGREEMENT

This Memorandum of Agreement entered into this 25th day of March, 1971, between FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION, Branch #11, and CITY OF BAYONNE.

W I T N E S S E T H:

WHEREAS, the Mayor and the Municipal Council of the City of Bayonne have reached agreement with the Firemen's Mutual Benevolent Association, Branch #11, to fix the salaries, fringe benefits and certain other working conditions of the members of the Fire Department of the City of Bayonne holding the rank of firemen; and

WHEREAS, the aforementioned agreement is to cover such matters as mentioned above for the calendar years 1971 and 1972; and

WHEREAS, a copy of an ordinance concerning such matters was introduced at the meeting of the Municipal Council of the City of Bayonne on March 25, 1971, a copy of which is appended hereto and made part hereof; and

WHEREAS, the following grievance procedure is provided for:

Any grievance or dispute which may arise between the parties, including the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

1. The FMBA shall submit such grievance in writing to the Chief of the Fire Department within ten (10) days of occurrence or event giving rise to the grievance. Within five (5) days after said Chief or his designated representative shall arrange

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to meet with the representatives of the FMBA for the purpose of adjusting or resolving such grievance.

2. If such grievance is not resolved to the satisfaction of the FMBA by the Chief or his designated representative within five (5) days after such meeting, the FMBA may present such grievance in writing within seven (7) days thereafter to the Director of Public Safety. Within seven (7) days after the Director of Public Safety receives such grievance, the Director of Public Safety shall arrange to and shall meet with the representatives of the FMBA for the purpose of adjusting or resolving such grievance.

3. If the grievance is not settled through Steps 1 and 2, then the aggrieved shall have the right to make the exclusive and absolute choice of pursuing all legal remedies afforded by provisions of the Civil Service Act or to submit such grievance to an arbitrator appointed by PERC. The arbitrator shall have full power to hear the dispute and make a final determination, which shall be binding on both parties. The cost of arbitration shall be borne by the City and the Union equally.

4. In any grievance or dispute involving the construction of Statutes, neither party shall be bound by the provisions of binding arbitration provided herein, but may proceed in law or equity for a judicial disposition of such statutory construction.

WHEREAS, this Memorandum and the appendage hereto constitute the full and complete agreement between the undersigned

parties; and

WHEREAS, it is further agreed that the Firemen's Mutual Benevolent Association, Branch #11, will make no further requests for salary increments, fringe benefits, or modification of the working conditions of the members of the Fire Department of the City of Bayonne during the term of this agreement; and

WHEREAS, in consideration of all of the foregoing:

NOW, THEREFORE, the City of Bayonne and the Firemen's Mutual Benevolent Association, Branch #11, do hereby agree to the terms and conditions set forth herein, and set their hands and seals below.

Attest:

Francis J. Stebbins
Secretary

FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION, BRANCH #11

By: Robert J. ...
President

Attest:

John E. Lee
ACTING CITY CLERK

CITY OF BAYONNE

By: James P. ...

Approved as to form:

Frank J. Ziobro
Frank J. Ziobro, Director
Department of Law

AN ORDINANCE

TO SUPPLEMENT AND AMEND AN ORDINANCE ENTITLED "AN ORDINANCE TO ESTABLISH SALARY RANGES, CLOTHING ALLOWANCES AND OTHER BENEFITS TO BE PAID TO UNIFORMED MEMBERS OF THE POLICE AND FIRE DEPARTMENTS OF THE CITY OF BAYONNE," ADOPTED APRIL 30, 1968.

THE MUNICIPAL COUNCIL OF THE CITY OF BAYONNE DOES ORDER:

Section 1. The following positions in the Fire Department of the City of Bayonne are hereby established and shall have as their salaries the amounts listed opposite each title on the dates indicated and thereafter.

<u>TITLE</u>	<u>January 1, 1971</u>	<u>To December 31, 1971</u>
Fireman	\$10,000.00	\$10,000.00
Mechanic Repairman	11,500.00	11,500.00
Chauffeur	11,500.00	11,500.00
Maintenance Repairman	11,500.00	11,500.00
Asst. Supt. of Apparatus, Repairman	13,000.00	13,000.00
Captain	13,000.00	13,000.00
Captain, Radio Repairman	14,500.00	14,500.00
Captain, Drillmaster	16,000.00	16,000.00
Deputy Chief & Supt. of Fire Apparatus Repairs	17,500.00	17,500.00
Chief	19,000.00	19,000.00

Section 2. Compensation for Additional, Specialized

Duties. In addition to the annual salary set forth above, the Director of the Department of Public Safety may authorize additional salary as follows for the performance of additional, specialized duties:

Members of the Police Department assigned to plain clothes duty, the amount of \$300.00 per year;

Any member of the Police Department assigned and serving as Secretary to the Chief of Police, the aggregate additional amount of \$600.00 per year.

Section 4. Starting Salaries. Notwithstanding any of the foregoing, anyone appointed to the position of Fireman during the calendar year 1971 or 1972, or thereafter, shall have as his salary an amount \$1000.00 less than as indicated on the schedule set forth in Section 1 until the first day of the first payroll period following the first anniversary of his appointment, when thereafter his salary shall be as indicated in Section 1.

Section 5. Emergency Duty Compensation. In addition to the foregoing, the Director of Public Safety is hereby authorized, pursuant to the Revised Statutes of the State of New Jersey 40:47-12.12 et seq., to pay emergency overtime compensation to any member of the Police Department or Fire Department for emergency overtime duty rendered by such employee.

Section 13. The effective date of this ordinance shall be January 1, 1971.