

AGREEMENT BETWEEN

Hackensack, City of  
CITY OF HACKENSACK



AND

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

LOCAL 2081, A.F.L. - C.I.O.

FOR THE PERIOD

X 1/01/87 TO 12/31/89

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PREAMBLE

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THIS AGREEMENT entered into this 14<sup>th</sup> day, of *October*, 1987, by and between the CITY OF HACKENSACK, New Jersey, hereinafter referred to as the "City", and the HACKENSACK FIRE FIGHTERS ASSOCIATION, LOCAL NO. 2081, A.F.L.-C.I.O., hereinafter referred to as the "Union".

ARTICLE 1 - GENERAL/PUBLIC EMPLOYEES

1.1 GENERAL

In order to increase general efficiency in the Fire Department, to maintain the existing harmonious relationship between the Fire Department and its employees and to promote the morale, rights, well-being, and sincerity of the Fire Department, the City and the Union hereby agree as follows:

1.2 PUBLIC EMPLOYEES

The Fire Department and the individual members of the Union are to regard themselves as public employees and are to be governed by the highest ideals of honor and integrity in all their public and personal conduct in order that they may merit the respect and confidence of the general public.

ARTICLE 2 - RECOGNITION

2.1 The City of Hackensack hereby recognizes the Hackensack Fire Fighters Association, Local No. 2081, A.F.L. - C.I.O, as the sole and exclusive representative of all Fire Fighters employed by the City excluding craft employees, police officers, office clericals, fire superiors, supervisors within the meaning of the Act, managerial executives, officers and all others.

ARTICLE 3 - PROBATION PERIOD

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3.1 All employees shall serve a probationary period of twelve (12) months as mandated under N.J.S.A. 11:12-1 and 11:22-6 and shall have no seniority rights during this period but shall be subject to all other clauses of this Agreement. All employees who have successfully completed the probationary period shall be known as permanent employees and the probationary period shall be considered part of the seniority time.

ARTICLE 4 - SENIORITY LIST

4.1 The City will supply a list as certified by Civil Service regarding appointments only. The list is not to be used as a seniority list.

ARTICLE 5 - VACANCIES AND PROMOTIONS

5.1 A Table of Organization shall be established as a part of this Agreement. This Table of Organization shall list all vacancies for Fire Fighter positions. An appointment list for Fire Fighters shall always be available. All vacancies, when they occur, shall be dealt with according to the Rules of Civil Service.

ARTICLE 6 - SALARIES

6.1 The base salaries for employees covered by this Agreement shall be as set forth in Appendix A.

6.2 Fire Prevention: Each Fire Fighter so assigned shall receive an additional Five Hundred (\$500) Dollars per annum over his stated annual salary. A pro rata salary adjustment, based upon months of service, shall be granted to Fire Fighters assigned to the Fire Prevention Bureau for less than a year.

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ARTICLE 7 - LONGEVITY

7.1 In addition to the salary ranges indicated, each employee will receive longevity pay of one (1%) per cent for each two (2) years of service, computed on the amount of the base salary of the employee at the time he becomes eligible for such longevity payment. In order to qualify for such longevity pay, the employee must have earned two (2) years service credit on or before January 4, March 31, June 30, or September 30, in order to receive the added one (1%) per cent longevity pay for the ensuing quarters. Whenever an employee receives an increase in salary during the year as a result of a change in base salary for promotion, increment, wage increase or new position, the employee will receive a longevity increase on the new base salary at the same percentage as heretofore received on the prior base salary. Additional compensation of any nature, including overtime, will not be considered in computing longevity payments. Longevity payments will be computed from the time the employee first became employed on a full-time basis by the City. Leaves of absence without pay, with the exception of employees on official leave of absence due to military duty, will not be considered in determining the length of service.

7.1(a) All unit members hired after April 15, 1985, (effective date of 1985-86 contract execution) will receive 2% longevity pay for every four (4) years of service. The longevity pay for unit members hired before April 15, 1985, will remain as set forth in Article 7.1. There will be no maximum limitation on longevity pay for any unit member, regardless of hiring date.

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ARTICLE 8 - CLOTHING ALLOWANCE

8.1 Fire Fighters shall be entitled to a clothing allowance of Two Hundred and Fifty (\$250.00) Dollars per year.

8.2 It is understood by the parties that in those cases wherein a Fire Fighter serves for less than a full calendar year he shall receive only a pro rata amount of his clothing allowance.

8.3 Clothing allowance shall be payable in December of said contract year.

8.4 Fire Fighters shall not be required to wear their uniform to and from work.

8.5 Fire Fighters shall be permitted, while off duty, to wear their uniform for the specific purpose of attending the funeral of another Fire Fighter or Police Officer within the State of New Jersey.

8.6 The repair, maintenance and replacement cost of the employee's beeper and charger shall be considered as part of the clothing allowance, as specified in Article 36.

TC 118

ARTICLE 9 - EDUCATION

9.1 Subsequent to contract execution members of the Bargaining Unit taking courses in Fire Science shall be reimbursed for the cost of tuition, when approved in advance in writing by the Fire Chief, however, such reimbursement shall not exceed total tuition cost, less any and all reimbursements received by or available to the employee by another agency, institution or government. The total lifetime accumulation of allowable credits shall not exceed the maximum allowable as per the schedule in 9.5. Such approval will not be unreasonably withheld. Whatever sums of money are to be allotted for taking Fire Science courses are subject to agreement between the Fire Chief and the employee prior to any commitment.

9.2 The taking of any such course shall be on a voluntary basis only. Reimbursement shall be forfeited if the course requirements are not successfully completed or are in excess of the maximum allowable as per the schedule in 9.5.

9.3 The City hereby agrees to pay, by voucher each January, the sum of Ten (\$10.00) Dollars per annum for each college credit successfully completed toward an Associate Degree in Fire Science at a recognized institution of higher learning, however, not in excess of the maximum allowable as per 9.5. Any courses less than forty (40) hours in instruction will not be approved. Payment will be based upon the number of credits successfully completed as of December 31, of the preceding year. Such additional payment shall be paid notwithstanding the maximum salary heretofore provided and upon presentation to the Fire Chief of a proper certification of successful course completion.

9.4 Members who have exceeded the maximum credit limit of sixty-four (64) prior to January 1, 1977, shall not lose this benefit on their excess credits earned prior to December 31, 1976.

TC 138

9.5 The maximum allowable credit limit for which members shall receive reimbursement for approved courses in Fire Science shall be in accordance with the following schedule:

<u>CREDITS EARNED DURING THE PERIOD</u>	<u>MAXIMUM ALLOWABLE CREDITS</u>
1/1/77 to 12/31/84	66 Credits
1/1/85 to 12/31/89	67 Credits

9.6 The City agrees that a member directed to attend the Police and Fire Academy for the purpose of completing a course entitled "Fire Fighter No. 1", shall receive credit for the hours spent in this class while not on duty. At the discretion of the Fire Chief, credit for these hours spent in class while not on duty, shall be given to the member either as compensatory time on an hour for hour basis, or paid to the member at straight time. There will be no reduction for time spent in class while on duty.

9.7 A pro-rata adjustment shall be made to the education allowance in cases wherein an employee did not work for a full twelve (12) months in a calendar year, exclusive of paid leave time.



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ARTICLE 10 - HOURS OF DUTY

10.1 The hours of duty shall be established by the City so that the average weekly hours of duty over an eight (8) week cycle shall not exceed forty-two (42) hours, exclusive of hours during which such members may be summoned and kept on duty because of a conflagration or other major emergency; the day shift consisting of ten (10) hours and the night shift consisting of fourteen (14) hours.

ARTICLE 11 - VACATIONS

11.1 The City hereby agrees to provide a paid vacation in accordance with the following schedule:

<u>YEARS OF SERVICE</u>	<u>VACATIONS DAYS EARNED</u>
1 - 4	16 Calendar days plus 1 work day
5 - 9	17 Calendar days plus 1 work day
10 - 19	22 Calendar days plus 2 work days
20+	28 Calendar days plus 3 work days

11.1(a) Effective January 1, 1989, the City hereby agrees to provide a paid vacation in accordance with the following schedule:

<u>YEARS OF SERVICE</u>	<u>VACATION DAYS EARNED</u>
1 - 4	16 Calendar days plus 1 work day
5 - 9	17 Calendar days plus 1 work day
10 - 14	22 Calendar days plus 2 work days
15 - 19	25 Calendar days plus 2 work days
20+	28 Calendar days plus 3 work days

11.2 Current practices of the City with respect to the scheduling of vacation days shall be continued for the duration of this Agreement as shown. Split vacations are subject to the Fire Chief's review.

TC 98

11.3 If a Fire Fighter dies while actively employed, his estate shall receive payment for his pro rata earned vacation benefit as outlined above.

ARTICLE 12 - HOLIDAYS

12.1 The City agrees to pay each Fire Fighter for eleven (11) holidays. This payment shall be made in the month of December for each Fire Fighter.

12.2 It is understood by the parties that in those cases wherein a Fire Fighter serves for less than a full calendar year he shall receive only a pro rata amount of his holiday pay.

12.3 If a Fire Fighter dies while actively employed, his estate shall receive payment for his pro rata earned holiday pay benefit as outlined above.

ARTICLE 13 - INJURY LEAVE

13.1 Whenever an employee is incapacitated from duty because of an injury or ailment sustained or incurred in the performance of his duty he shall be entitled to Injury Leave, for one (1) year commencing with the date of such injury, illness or disability; or until such time as he has been accepted for retirement by the Firemen's Pension System. Any payments of temporary disability insurance by the City or its Workers' Compensation Insurance Carrier shall be credited toward the full pay set forth above. If illness continues beyond one (1) year, he shall be paid on the basis of his accumulated Sick Leave.

13.2 All Injury Leaves shall terminate when the physician appointed by the City gives a full medical report as to the employee's physical condition and his fitness for duty.

13.3 An employee will be removed from Injury Leave and charged Sick Leave:

- a) If the employee fails to report for a scheduled physician's appointment without good cause and without having first attempted to reschedule the appointment.
- b) If in the opinion of the physician the employee is able to return to light duty, if available, and fails to do so.

13.4 In the event the employee contends that he is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the City or its insurance carrier, then, and in that event, the burden shall be upon the employee to establish such additional period of disability by obtaining a judgement in the Division of Workers' Compensation establishing such further period of disability and such findings by the Division of Workers' Compensation or the final decision of the last reviewing court shall be binding upon the parties.

ARTICLE 14 - SICK LEAVE

14.1 Fifteen (15) Sick Days per year accumulated as covered under Civil Service.

14.2 A person absent because of sickness for more than one (1) day will be required to submit a licensed doctor's certificate.

ARTICLE 15 - RETIREMENT

15.1 Upon retirement after twenty-five (25) years of service in the Fire Department of the City, or upon a disability retirement, a Fire Fighter shall receive as terminal leave, one hundred percent (100%) of salary of the accumulated Sick Leave. There shall be no limitation on the maximum payment.

15.1(a) All unit members hired after April 15, 1985, (effective date of 1985-86 contract execution) upon retirement after twenty-five (25) years of service in the Fire Department of the City, or upon a disability retirement, shall be paid seventy-five (75%) percent of their accumulated Sick Leave, not to exceed fifty (50%) percent of their final annual salary as defined in 15.3 below.

15.2 If a Fire Fighter dies while actively employed, his estate shall receive the Retirement Leave benefit outlined above.

15.3 On retirement, pursuant to the provisions of the contract, the accumulated Sick Leave payment shall be computed at 1/260th of the final annual salary. For purposes of computation, annual salary shall be base salary plus longevity pay.

15.4 A retiring employee shall be permitted to take the lump sum retirement benefit in up to three (3) installments, at the retiree's sole option. Said installments may be taken by the retiree, on the first pay of each quarter, however not over a period in excess of eighteen (18) months from separation from service. TC MS

15.5 The City of Hackensack may, at its sole discretion, buy back a portion of the accrued unused sick days of any employee who meets all of the following criteria:

- a) 25 years or more of creditable service in his/her respective pension
- b) Age 55 or older
- c) 100 or more accrued unused sick days
- d) Hired before April 15, 1985

15.6 The City shall not buy back days so as to deplete the employee's accrual of sick days below the level of 100 days on the date of buy back.

15.7 The employee shall have the right to refuse the decision of the City to buy back a portion of his/her Sick Days.

15.8 The provision of 15.1 and 15.4 shall not be applicable to employees hired from and after the date of April 15, 1985.

#### ARTICLE 16 - HOSPITALIZATION

16.1 All members covered by this Agreement and eligible members of their families shall be entitled to the following coverage:

- (1) Hospitalization, Major Medical and Rider "J" or its equivalent.
- (2) Hospitalization coverage for all member retirees and eligible members of their families to commence at age fifty-six (56) until such time as he becomes eligible for Medicare. Effective January 1, 1978, the eligible age will be fifty-five (55) years of age.
- (3) Fire Fighters who are forced to submit for an ordinary ~~before~~ disability pension must be on the force five (5) or more years to be eligible for those benefits.

16.2 At age sixty-five (65), coverage to be for employee's (not spouse or eligible members of their family) Medicare only.

- (1) Each retiree shall be responsible to notify the City when he becomes fifty-six (56) or age fifty-five (55) and again when he becomes age sixty-five (65) for the inclusion in the subject insurance coverage.

ARTICLE 17 - DENTAL INSURANCE

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17.1 Effective January 1, 1989, the City and the members of the Local shall provide a Dental Benefit Insurance Program during the term of this Agreement sponsored by Pension Life Insurance Company of America and administered by C.W. Bollinger Co. together with orthodontic coverage not to exceed \$800 per year per patient, subject to the following conditions:

- a) The City shall pay the lessor of 50% of the enrollee's annual premium or \$150.00 (pro rata for mid-year enrollees) and the enrollee shall pay the balance through periodic payroll deductions.
- b) It is understood and agreed that no employee shall be obligated to participate in said program. Once enrolled, at the inception of the program or subsequently at future bi-annual enrollment, however, re-enrollment at a later date during continuous employment with the City will be denied.
- c) Part-time and seasonal employees shall not be eligible for this insurance.
- d) Nothing contained herein shall preclude the City from self-insuring this benefit or assigning same to another insurance company provided however that the coverage provided by such change shall not be substantially different from that previously enjoyed.
- e) The City's contribution as herein above set forth shall continue for as long as the enrolled employee continues to be employed by the City and received a bi-weekly pay check.
- f) Once enrolled, the employee may not voluntarily change his or her enrollment status (ie. single, husband and wife, parent and child, family) unless the change is as a result of a bonafide status change (ie. birth, marriage, death, divorce, adoption, emancipation of dependent child).
- g) All enrollees shall pay their share of the monthly premium via payroll deductions which shall be withheld and paid one month in advance of coverage.

ARTICLE 18 - FUNERAL LEAVE

18.1 In the event of a death occurring in the immediate family of a member, that member shall be granted two (2) working days off without loss of pay or of any of his accumulated Sick Leave.

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18.2 "Immediate family" shall be defined to include spouse, children, mother, father, brother, sister, grandparents, grandchildren, in-laws or step-children, of the employee.

ARTICLE 19 - PERSONAL DAY

19.1 One (1) Personal Day off with pay shall be granted to all members of the Bargaining Unit to be used within that calendar year.

19.2 This Personal Day shall be requested, in writing, 72 hours in advance, and approved by the Fire Chief. This day shall not be used before or after a scheduled vacation period or a legal holiday as defined by the State of New Jersey.

19.3 A first year Fire Fighter shall be eligible for this benefit only upon completion of probationary period.

ARTICLE 20 - RECALL - FAILURE TO ANSWER

20.1 Response time for men on recall platoon shall be one and one-half (1½) minutes for each mile he resides from fire headquarters. All men shall be allotted a minimum of thirty (30) minutes from notification, as set forth below, to respond.

20.2 Men on recall platoon who leave their residence shall be allotted the same time to respond as they would have been entitled to if they remained at their residence.

20.3 Notification shall mean activation of beeper paging system. Personal notification or attempted notification at a telephone number provided to the Department by the Fire Fighter for recall purposes shall be in accordance with Article 36.6.

20.4 Fire Fighters who fail to report for recall in accordance with the provisions of the Article, shall be subject to disciplinary action.

ARTICLE 21 - GRIEVANCE PROCEDURE

21.1 The purpose of the grievance procedure shall be to settle all grievances between the City and the Union as quickly as possible, so as to insure efficiency and promote employees' morale.

21.2 A grievance shall be defined to mean an alleged violation by an employee, group of employees, or the Union, or by the City of any provision of this Agreement.

21.3 No settlement of a grievance presented by an employee shall contravene the provisions of this Agreement.

21.4 a. The matter shall first be discussed orally with the employee's immediate supervisor within eight (8) days of occurrence giving rise to the grievance. If such discussion does not resolve the grievance, it may be processed to the next step.

b. Within eight (8) days, exclusive of Saturday and Sunday, from receiving a final answer from the employee's immediate supervisor, the grievance shall be presented in writing, to the Chief of the Fire Department who shall arrange for such meetings and make such investigations as are necessary to give his answer in writing within eight (8) days, exclusive of Saturdays and Sundays, of the receipt of the grievance. If this answer does not resolve the grievance, it may be processed to the next step.

c. Within eight (8) days, exclusive of Saturdays and Sundays, of the transmittal of the written answer by the Chief, either party may then request a hearing before the City Manager in accordance with the rules and regulations of the Fire Department and Civil Service regulations. Either party may appeal the City Manager's ruling to the Civil Service Commission or the State Board of Mediation and Arbitration or the Civil Service Commission to provide arbitration service, or submit the grievance to the arbitration panel established by the Governor under the provisions of P.L. 1968, c.303 New Jersey Employer-Employee

Relations Act. The authority of the arbitrator shall be limited to the <sup>TC</sup> interpretation and application of this Agreement. He shall have no right to add <sup>AS</sup> to or subtract from the Agreement.

21.5 The decision of the arbitrator shall be final and binding on both parties. Any expenses incidental to arbitration shall be borne by the party losing the appeal.

ARTICLE 22 - WORKING RULES

22.1 This Agreement is not to conflict with the rules and regulations governing the City or specifications of the Department of Civil Service. Civil Service specifications shall prevail for all positions.

ARTICLE 23 - LABOR REQUIREMENTS

23.1 As covered in the Rules and Regulations of the City Fire Department.

ARTICLE 24 - PROTECTION OF PROPERTY AND EQUIPMENT

24.1 It shall be the responsibility of any employee having custody of any equipment and property to see that it is properly cared for, kept clean and returned to its place of storage in accordance with the Fire Department Rules and Regulations of the City.

ARTICLE 25 - MINIMUM MANNING

25.1 Whenever possible two (2) Fire Fighters and one (1) Officer shall be assigned to a fire engine or fire truck in response to an alarm. It is expressly understood that the City shall retain the right to close a fire station; however, this shall not be done in such a way as to subterfuge any other portions of this Agreement.

ARTICLE 26 - DUES DEDUCTION/AGENCY SHOP

26.1 The City shall deduct union dues in accordance with State Statutes.



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26.2 Any permanent employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new permanent employee who does not join within thirty (30) days of initial employment within the unit, and any permanent employee previously employed within the unit who does not join within ten (10) days of re-entry into employment with the unit shall, as a condition of employment, pay a representation fee to the union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five (85%) percent of the regular Union membership dues, fees, and assessments as certified to the employer by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union membership dues, fees and assessments, provided, however, that in no event shall any such change exceed 85% of the regular Union membership dues, fees and assessment nor shall any such change be contrary to any provision contained in State Statute. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Union and the employer.

26.3 The Union agrees that it will indemnify and save harmless the City against any and all actions, claims, demands, losses or expenses (including reasonable attorneys' fees) in any matter resulting from action taken by the City at the request of the Union under this Article.

ARTICLE 27 - OUT OF TITLE WORK

27.1 Whenever a Fire Fighter shall be assigned by a superior to work for not less than a full day in the next higher title, such Fire Fighter shall be compensated at the base rate of the higher title without regard to longevity.

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ARTICLE 28 - RECALL

28.1 When recalled, Fire Fighters shall be guaranteed a minimum of two (2) hours work at the time and one-half rate. The Chief can require any individual to work during this time.

ARTICLE 29 - OVERTIME

29.1 Overtime, which shall be defined as hours in excess of the regularly assigned hours, shall be compensated at the time and one-half rate. Such hours shall be computed to the nearest quarter ( $\frac{1}{4}$ ) hour and shall become applicable only after the first quarter ( $\frac{1}{4}$ ) hour of work.

ARTICLE 30 - DUTIES

30.1 The duties of a Fire Fighter are as follows: During an assigned tour of duty, answers fire alarms and assists in extinguishing fires; performs the necessary tasks involved in the cleaning and maintaining of fire equipment, apparatus and building; does related work as required and such other duties as permitted by Civil Service Law. The parties expressly agree that this provision shall not be subject to the grievance procedure, except as otherwise set forth in this Agreement, and any question concerning the interpretation of this provision shall be subject to review only by the Civil Service Commission.

30.2 Fire Fighters may be assigned to regular public safety fire and safety patrol which would include, but not by way of limitation, the following:

1. Fire Prevention Investigations
2. Smoke Investigations
3. Fire Zone Violations
4. Elevator Calls
5. Sprinkler Alarm Calls
6. Bomb Investigations
7. Public Building Inspection (Movie Theatres and similar establishments)
8. Answer all Fire Calls in Designated Areas

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9. Hazards of other types to be reported:

- D.P.W.
- Police
- Building
- Health

10. Ambulance (in accordance with N.J.A.C.).

30.3 The City hereby agrees that if the Police and Fire Pension does not cover Fire Fighters for the duties provided for in this provision then the City shall assume such obligation but on the same terms as would otherwise have been available from the Police and Fire pension Program.

ARTICLE 31 - MANAGEMENT RIGHTS

31.1 The Union recognizes that the City may not, by agreement, delegate authority and responsibility which by law are imposed upon and lodged with the City.

31.2 The City reserves to itself sole jurisdiction and authority over matters of policy and retains the right, in accordance with the laws of the State of New Jersey and the rulings of the State Civil Service Commission to do the following:

- a. To direct employees of the City;
- b. To hire, assign, promote, transfer and retain employees covered by this Agreement with the City or to suspend, demote, discharge, or take disciplinary action against employees;
- c. To make work assignments, work and shift schedules, including overtime assignments;
- d. To relieve employees from duties because of lack of work or other legitimate reasons;
- e. To maintain the efficiency of the City operations entrusted to them; and

f. To determine the methods, means and personnel by which such operations are to be conducted.

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ARTICLE 32 - UNION ACTIVITIES

32.1 The Association's President or his designated representative shall be given time off with pay for attendance at unfair practice proceedings and for the processing of grievances, inclusive of binding arbitration. The President and the negotiating committee shall be given time off with pay for collective bargaining meetings, inclusive of interest arbitration.

32.2 The Fire Department shall permit membership meetings of the Union on the first Tuesday of each month commencing at 2000 hours at Fire Headquarters. Members at the outlying station shall be permitted to attend, weather permitting. Union meetings shall be rescheduled if they conflict with a Fire Department emergency, training program or weather condition. At the beginning of each year the Union shall advise the Fire Chief of tentative meeting dates scheduled for that year.

32.3 Employees covered by this Agreement shall be permitted to wear, while in quarters and on duty, a tee shirt or sweat shirt which bears a printed Union logo. Roll Call is excluded.

ARTICLE 33 - OUT-OF-JOB DESCRIPTION WORK

33.1 Fire Fighters shall not be compelled to perform out-of-job description work at the fire house.

ARTICLE 34 - PERSONEL FILES

34.1 A personnel file shall be established and maintained for each employee covered by this Agreement. Such files are confidential records and shall be maintained in the office of the Chief of the Fire Department, and may be used for evaluation purposes by the Fire Chief or City Manager.

34.2 Upon advance notice at reasonable times, any member of the Fire Department may review his personnel file. However, this appointment for

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review must be made through the Chief of the Fire Department or his designated representative at times mutually convenient.

34.3 Whenever a written complaint concerning a member or his actions is to be placed in his personnel file, a copy shall be made available to him and he shall be given the opportunity to rebut it if he so desires, and he shall be permitted to place said rebuttal in his file. When the employee is given a copy of the complaint, the identification of the complainant shall be excised. However, if any disciplinary action is taken based on any complaint, then the employee shall be furnished with all known details of the complaint, including the identity of the complainant.

34.4 All personnel files will be carefully maintained and safeguarded permanently, and nothing placed in any file shall be removed therefrom. Removal of any material from a personnel file by any member of the Union shall subject that member to appropriate disciplinary action.

#### ARTICLE 35 - MISCELLANEOUS

35.1 The City recognizes the principal that the Union and the City are equal partners and have equal rights in the collective bargaining process, the City agrees not to discriminate against anyone because of its activities on behalf of the Union.

#### ARTICLE 36 - BEEPER SYSTEM

36.1 The City shall continue its practice of supplying each new unit member, except Fire Prevention, with a new beeper and charger for Recall.

36.2 The employee shall be responsible for the cost of repair, maintenance and replacement of this equipment which shall be their property.

36.3 The repair, maintenance and replacement cost shall be considered as part of the existing clothing allowance.

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36.4 The City shall retain sole discretion over equipment design and modification. In the event the City changes the transmitting or receiving equipment such that it is not compatible (ie. unable to receive) with the employee's equipment, then the City shall replace or modify the employee's equipment at the City's cost. All replacement equipment shall conform with the most current specifications to insure compatibility and proper system operation.

36.5 All members on the Recall platoon shall be responsible to tone-test their beepers to insure that each beeper is receiving a transmission from Fire Headquarters, which test signal will be transmitted daily at 0900 and 1900 hours.

36.6 If, for any reason, a member on recall is unable to receive a recall notification via his beeper, he shall notify Fire Headquarters immediately and shall be available to receive notification via telephone.

ARTICLE 37 - DURATION

37.1 Except as this Agreement shall otherwise provide, it shall become effective upon passage by the City Council of the City of Hackensack and shall commence January 1, 1987, and continue in effect until December 31, 1989. This Agreement shall continue in full force and effect until superseded by another Agreement provided both sides mutually agree.

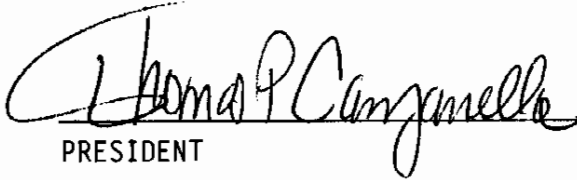
37.2 This Agreement contains the full and entire understanding of the parties in its full and final settlement of all wages and terms and conditions of employment.

37.3 The parties agree that the Union shall be supplied with a reasonable number of copies of this Agreement.

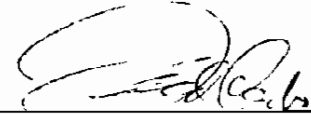
HACKENSACK FIRE FIGHTERS


ASSOCIATION LOCAL 2081,

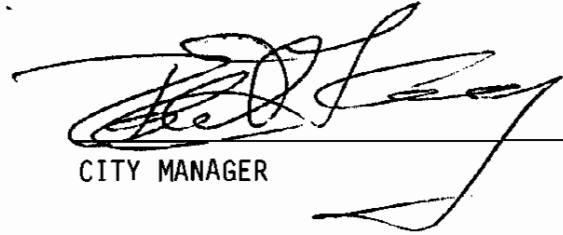
A.F.L. - C.I.O.

  
PRESIDENT

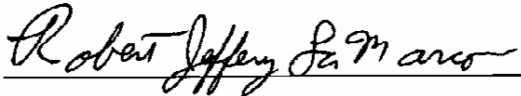
CITY OF HACKENSACK

  
MAYOR

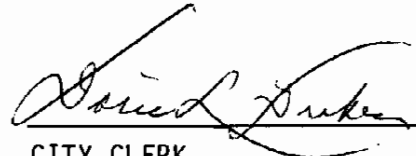
  
SECRETARY  
VICE PRESIDENT

  
CITY MANAGER

ATTEST:

  
ATTEST

ATTEST:

  
CITY CLERK

TC  
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APPENDIX A  
BASE SALARIES

<u>FIRE FIGHTER</u>	EFFECTIVE					
	<u>1/01/87</u>	<u>7/01/87</u>	<u>1/01/88</u>	<u>7/01/88</u>	<u>1/01/89</u>	<u>7/01/89</u>
Step 4	\$30,102	\$31,246	\$32,496	\$33,796	\$35,147	\$ 36,624
Step 3	24,104	24,962	25,900	26,875	27,888	28,996
Step 2	18,253	18,825	19,450	20,100	20,776	21,515
Step 1	12,402	12,688	13,001	13,326	13,664	14,033



TC AS

LETTER OF AGREEMENT

This agreement constitutes a mutually agreeable understanding between the parties and is separate and distinct from the collective bargaining agreement between the City and the Hackensack Fire Fighters, Local 2081.

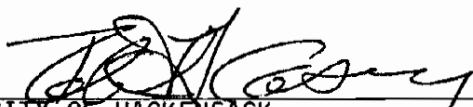
In an effort to foster good faith collective bargaining and mutual labor-management cooperation, the City of Hackensack as employer and Local 2081 of the International Association of Fire Fighters (IAFF) as exclusive bargaining representative for all fire fighters within the City Fire Service have agreed as follows:

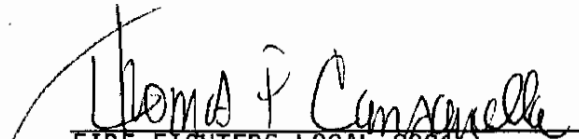
1. The employer shall provide each employee with a Cairns 880 Century Helmet which hereafter shall be the standard issue for the City Fire Service. Said helmet shall be provided in accordance with the specifications annexed hereto as Schedule A and shall be issued as soon as such can be provided by the duly-designated supplier in accordance with State Law.

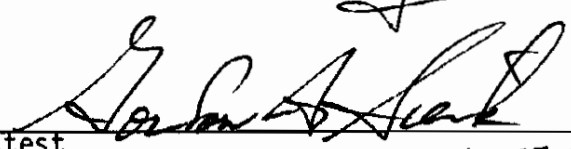
2. Each employee who has been furnished a Bullard Helmet shall be provided a Cairns 880 Century in accordance with Paragraph 1 above. The cost for this secondary helmet shall be deducted from the December 1987 clothing allowance.

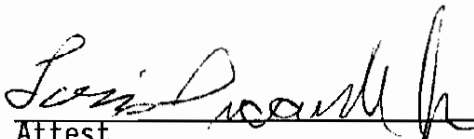
3. New hires hereinafter and present fire fighters, if any, who have not yet been provided a Bullard shall not be subject to the reduction of clothing allowance specified in Paragraph 2.

4. It is understood that the 880 Century Helmet is deemed to be the property of the City. It is further understood and agreed that any replacement of said helmet shall be at the City's expense, but upon replacement, the helmet shall also be deemed to be the property of the Employer.

  
CITY OF HACKENSACK 10-07-87

  
FIRE FIGHTERS LOCAL 2081  
PRESIDENT

  
Attest 10-07-87

  
Attest

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SCHEDULE "A"

Specifications for Firefighter Protection Helmets for City of Hackensack Fire Department/Hackensack Professional Firefighters IAFF No. 2081.

**GENERAL:**

1.1 The specific requirements itemized in this document describe components and characteristics which are demonstrably vital to the helmets' effectiveness in terms of overall safety and comfort as protective gear. Because of the potential for extreme environmental exposure, no exceptions to the requirements will be allowed without written approval of both the City of Hackensack and IAFF No. 2081.

1.2 This specification outlines materials, construction, accessory and/or optional equipment and minimum performance criteria for structural firefighters helmets to be used by the City of Hackensack Professional Firefighters IAFF No. 2081.

1.3 Helmets manufactured to these specifications are designed to mitigate the adverse effects of the occupational environment of structural firefighting and related duties.

1.4 All helmets shall be constructed and delivered in accordance with this specification so as to comply fully to NFPA 1972-1987 revisions, U.S.O.S.H.A. C.F.R. 1910 subparagraph L 1983,

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N.F.P.C.A. - N.B.S.I.R. 1977 Model Helmet Performance Criteria.

1.5 Either signatory to this Agreement reserves the right to refuse delivery of any and all units that fail to meet any or all performance requirements and/or specifications outlined in this document.

1.6 Manufacturer Certification:

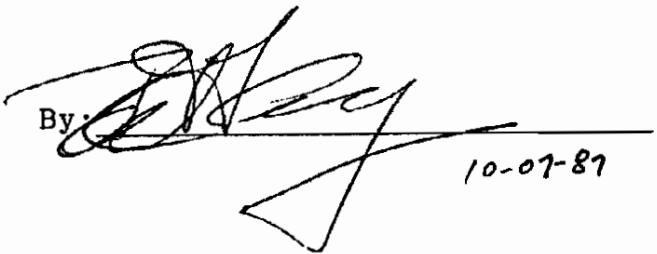
In addition to test data provided by an independent laboratory, the manufacturer shall provide the Fire Department and Purchasing Authority a certification that all helmets manufactured for this Fire Service shall be compliant with the requirements of this specification.

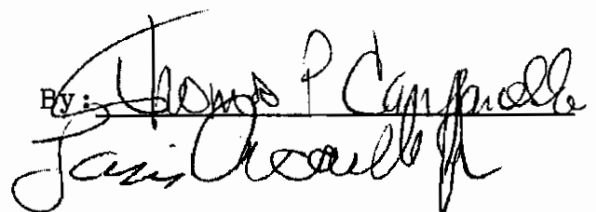
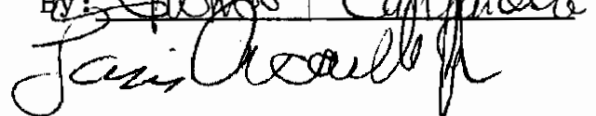
1.7 Manufacturer's Warranties, Care & Maintenance Instructions:

Helmets shall each carry labeling of use warnings, and shall each be equipped with warranty, inspection, care and maintenance instructions.

CITY OF HACKENSACK

HACKENSACK IAFF LOCAL 2081

By:  10-07-87

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Helmet Type: Model N880 - NFPA Century Fire Helmet Manufactured by  
Cairns and Brother 60 Webro Road, Clifton, New Jersey

### Material

The helmet shell shall be molded in one solid color of high temperature high performance thermoplastic. The nominal wall thickness shall be .140 inches. All reinforcing ribs and pockets for overhead strap assembly shall be molded in. The helmet shall consist of a crown section with an attached brim. The overall length of the brim shall be 14-1/2 inches and the width 11 inches. The brim shall comprise the front visor 1-3/4 wide, a large bill and sides that sweep upward to produce an effective water shed. The crown section shall be six inches deep and shall be sufficiently large to accommodate head sizes 6-3/4 to size 8. The reinforcing ribbing shall comprise a major front to back rib and a major side to side rib with four minor ribs in between. The basic helmet shall also have a urethane foam shock absorbing liner installed up in the crown section. Helmet components are comprised of the outer shell, shock attenuation insert, overhead suspension, lining with earlaps, front piece holder, protective brim edging and metal D-ring.

### Lining and Suspension

The lining and suspension system shall be comprised of a crown suspension, a lining retaining band and a two-piece cloth adjustable liner with Nomex earlaps. The cloth cushion lining shall be adjustable between sizes 6-3/4 and 8. The crown suspension 4-way straps shall be firmly locked into the shell pockets and shall be made of nylon webbing 3/4" wide and shall accommodate an N800/NFPA 1987 urethane foam shock absorbing liner. The lining system is comprised of a front and back section that operates independently of each other. The front liner band is anchored at the sides by adjustable snap fasteners and at the front with a hook and pile fastener, and is designed to be manually separated so that the front liner band may be rolled up inside the helmet to make way for, and to facilitate the use of self-contained breathing apparatus. This manual breakaway device was designed to accommodate breathing apparatus by eliminating the front liner band at the fire fighters choice. This system shall be incorporated in each helmet. The rear section is also adjustable and has a nape strap that can be raised or lowered to the fire fighter's preference.

### Chinstrap

Nomex 2-piece chinstrap with quick release, high temperature molded buckle shall be provided. Chinstrap tail to be provided with hook and pile velcro for storage for users' personal comfort.

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### Frontpiece Holder

There shall be a brass frontpiece holder attached with brass eyelets to the forward major rib. It shall be fixed in such a manner to accommodate the standard fire department six-inch leather frontpiece which is optional. The optional frontpiece is designed to assist in the identification of fire department personnel and specifications for this frontpiece shall be determined by the fire department in conjunction with the manufacturer.

### Frontpiece Identification Shield

constructed of leather and designed in accordance with specifications of the Hackensack Fire Department.

### Retro-Reflective Trim

Each unit shall have affixed to it fluorescent Reflexite trim in a color or colors as specified by the Hackensack Fire Department and consistent with NFPA.

### Helmet Color

Helmets shall be manufactured in a color or colors as specified by the Hackensack Fire Department.

### Earlaps

Each lining/suspension system shall have attached fold-in earlaps for ear and neck protection. Earlaps shall be constructed of an outer layer of yellow Nomex lined with an inner layer of FR cotton flannel.

### Overhead Thermal Protection

Each lining/suspension system shall have attached an overhead hood of yellow Nomex and FR cotton flannel material to provide overhead thermal protection in conjunction with the earlaps. This is referred to as an L-80 skull cap by the manufacturer.

### Eye Protection

Each unit shall be supplied with a four (4) inch high pivot wrap-around face shield of high performance thermo-plastic with hard coating for scratch resistance.

### Faceshield Hardware

Each unit shall have faceshield secured to helmet with high performance thermo-plastic pivot hardware.