

MEMORANDUM OF AGREEMENT  
BETWEEN  
THE TOWNSHIP OF TEANECK  
AND  
FMBA LOCAL NO. 42

This Memorandum of Agreement, entered into on this 21<sup>st</sup> day of November, 2023, by and between the TOWNSHIP OF TEANECK, a Municipal Corporation of the State of New Jersey, (hereinafter referred to as the "Township") and FMBA Local 42 the Teaneck Firefighters Group (hereinafter referred to as the "Union").

For and in consideration of the mutual promises and conditions hereinafter contained, the Parties agree to amend the Parties' Collective Negotiation Agreement dated January 27, 2021, for the new term from January 1, 2024 through December 31, 2027, as follows:

**1. Article X, Salaries and Compensation, is hereby amended to read in full as follows:**

**"Article X. Salaries and Compensation**

- A. The salary schedule to take effect as of January 1, 2024 shall be entitled "Schedule B," and is annexed hereto:
1. **2024** – The number of salary steps in the salary guide decrease from twenty (20) to seventeen (17) for the remainder of the contract. Members shall receive the salary on Schedule B based on their current year of service as of January 1, 2024, and shall move to the next step on his/her anniversary date.
  2. **2025** – Steps one (1) through ten (10) receive no salary increase. Steps eleven (11) through seventeen (17) receive a 2.75% increase as reflected in Schedule B. Members shall receive the salary on Schedule B based on their current year of service as of January 1, 2025, and shall move to the next step on his/her anniversary date.
  3. **2026** - Steps one (1) through ten (10) receive no salary increase. Steps eleven (11) through seventeen (17) receive a 2.75% increase as reflected in Schedule B. Members shall receive the salary on Schedule B based on their current year of service as of January 1, 2026, and shall move to the next step on his/her anniversary date.
  4. **2027** – Steps one (1) through ten (10) receive no salary increase. Steps eleven (11) through seventeen (17) receive a 2.75% increase as reflected in Schedule B. Members shall receive the salary on Schedule B based on their current year of service as of January 1, 2027, and shall move to the next step on his/her anniversary date.
- B. During the term of this Agreement, annual salary increments shall be provided to those employees who have satisfactorily performed the duties of their positions. Following the term of this Agreement, if no successor agreement has been reached, employees shall

continue to receive their annual salary increments in the same fashion as provided under this Agreement.

- C. Firefighters with requisite EMT certification shall receive 2% salary increase to the base salaries in accordance with Schedule B. Such employees shall be obligated to annually provide proof of certification to the Township and immediately notify the Township if there is any change to/in their EMT status. The Township shall reimburse an employee for the cost of the recertification course upon submittal of proof of satisfactory completion of same. Eligible employees shall be granted Leave With Pay to attend the EMT certification or recertification course, when manpower is available, at the discretion of the Township.

**2. Article XI. Clothing Allowance, is hereby amended to read in full as follows:**

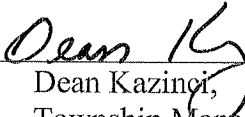
**“Article XI. Clothing Allowance”**

The Township agrees to pay an annual clothing allowance of \$600.00 dollars per year for employees in Steps 1-10, payable on the 15th or the first payable cycle in April of every year, and upon inspection and approval by the fire chief. If an employee terminates his/her employment during the calendar year, said employee shall be entitled to one-twelfth (1/12) of the allowance for each month he/she worked up to six months, after which he/she will be entitled to the entire balance. New employees shall be entitled to a prorated clothing allowance based on the number of months employed.

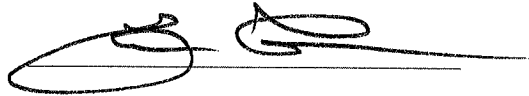
- 3. All provisions of the current collection negotiation agreement, not otherwise changed or modified herein, shall remain in full force and effect for the remainder of the contract term.
- 4. Any matters proposed by either party during these negotiations not otherwise incorporated herein, shall be deemed withdrawn.

IN WITNESS WHEREOF, the negotiating representatives of the respective parties have signed below on this 21<sup>st</sup> day of November, 2023.

TOWNSHIP OF TEANECK

  
By: Dean Kazinci,  
Township Manager

F.M.B.A. LOCAL 42



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## Schedule B

2024			2025			2026			2027		
Year	Salary	Per Check	Year	Salary	Per Check	Year	Salary	Per Check	Year	Salary	Per Check
1	\$55,000.00	\$2,291.67	1	\$55,000.00	\$2,291.67	1	\$55,000.00	\$2,291.67	1	\$55,000.00	\$2,291.67
EMT	\$56,100.00	\$2,337.50	EMT	\$56,100.00	\$2,337.50	EMT	\$56,100.00	\$2,337.50	EMT	\$56,100.00	\$2,337.50
2	\$65,000.00	\$2,708.33	2	\$65,000.00	\$2,708.33	2	\$65,000.00	\$2,708.33	2	\$65,000.00	\$2,708.33
EMT	\$66,300.00	\$2,762.50	EMT	\$66,300.00	\$2,762.50	EMT	\$66,300.00	\$2,762.50	EMT	\$66,300.00	\$2,762.50
3	\$75,000.00	\$3,125.00	3	\$75,000.00	\$3,125.00	3	\$75,000.00	\$3,125.00	3	\$75,000.00	\$3,125.00
EMT	\$76,500.00	\$3,187.50	EMT	\$76,500.00	\$3,187.50	EMT	\$76,500.00	\$3,187.50	EMT	\$76,500.00	\$3,187.50
4	\$80,000.00	\$3,333.33	4	\$80,000.00	\$3,333.33	4	\$80,000.00	\$3,333.33	4	\$80,000.00	\$3,333.33
EMT	\$81,600.00	\$3,400.00	EMT	\$81,600.00	\$3,400.00	EMT	\$81,600.00	\$3,400.00	EMT	\$81,600.00	\$3,400.00
5	\$85,000.00	\$3,541.67	5	\$85,000.00	\$3,541.67	5	\$85,000.00	\$3,541.67	5	\$85,000.00	\$3,541.67
EMT	\$86,700.00	\$3,612.50	EMT	\$86,700.00	\$3,612.50	EMT	\$86,700.00	\$3,612.50	EMT	\$86,700.00	\$3,612.50
6	\$90,000.00	\$3,750.00	6	\$90,000.00	\$3,750.00	6	\$90,000.00	\$3,750.00	6	\$90,000.00	\$3,750.00
EMT	\$91,800.00	\$3,825.00	EMT	\$91,800.00	\$3,825.00	EMT	\$91,800.00	\$3,825.00	EMT	\$91,800.00	\$3,825.00
7	\$95,000.00	\$3,958.33	7	\$95,000.00	\$3,958.33	7	\$95,000.00	\$3,958.33	7	\$95,000.00	\$3,958.33
EMT	\$96,900.00	\$4,037.50	EMT	\$96,900.00	\$4,037.50	EMT	\$96,900.00	\$4,037.50	EMT	\$96,900.00	\$4,037.50
8	\$100,000.00	\$4,166.67	8	\$100,000.00	\$4,166.67	8	\$100,000.00	\$4,166.67	8	\$100,000.00	\$4,166.67
EMT	\$102,000.00	\$4,250.00	EMT	\$102,000.00	\$4,250.00	EMT	\$102,000.00	\$4,250.00	EMT	\$102,000.00	\$4,250.00
9	\$105,000.00	\$4,375.00	9	\$105,000.00	\$4,375.00	9	\$105,000.00	\$4,375.00	9	\$105,000.00	\$4,375.00
EMT	\$107,100.00	\$4,462.50	EMT	\$107,100.00	\$4,462.50	EMT	\$107,100.00	\$4,462.50	EMT	\$107,100.00	\$4,462.50
10	\$112,000.00	\$4,666.67	10	\$112,000.00	\$4,666.67	10	\$112,000.00	\$4,666.67	10	\$112,000.00	\$4,666.67
EMT	\$114,240.00	\$4,760.00	EMT	\$114,240.00	\$4,760.00	EMT	\$114,240.00	\$4,760.00	EMT	\$114,240.00	\$4,760.00
11	\$113,714.29	\$4,738.10	11	\$116,841.43	\$4,868.39	11	\$120,054.57	\$5,002.27	11	\$123,356.07	\$5,139.84
EMT	\$115,988.57	\$4,832.86	EMT	\$119,178.26	\$4,965.76	EMT	\$122,455.66	\$5,102.32	EMT	\$125,823.19	\$5,242.63
12	\$115,428.57	\$4,809.52	12	\$118,602.86	\$4,941.79	12	\$121,864.44	\$5,077.68	12	\$125,215.71	\$5,217.32
EMT	\$117,737.14	\$4,905.71	EMT	\$120,974.91	\$5,040.62	EMT	\$124,301.72	\$5,179.24	EMT	\$127,720.02	\$5,321.67
13	\$117,142.86	\$4,880.95	13	\$120,364.29	\$5,015.18	13	\$123,674.30	\$5,153.10	13	\$127,075.35	\$5,294.81
EMT	\$119,485.71	\$4,978.57	EMT	\$122,771.57	\$5,115.48	EMT	\$126,147.79	\$5,256.16	EMT	\$129,616.85	\$5,400.70
14	\$118,857.14	\$4,952.38	14	\$122,125.71	\$5,088.57	14	\$125,484.17	\$5,228.51	14	\$128,934.99	\$5,372.29
EMT	\$121,234.29	\$5,051.43	EMT	\$124,568.23	\$5,190.34	EMT	\$127,993.85	\$5,333.08	EMT	\$131,513.69	\$5,479.74
15	\$120,571.43	\$5,023.81	15	\$123,887.14	\$5,161.96	15	\$127,294.04	\$5,303.92	15	\$130,794.63	\$5,449.78
EMT	\$122,982.86	\$5,124.29	EMT	\$126,364.89	\$5,265.20	EMT	\$129,839.92	\$5,410.00	EMT	\$133,410.52	\$5,558.77
16	\$122,285.71	\$5,095.24	16	\$125,648.57	\$5,235.36	16	\$129,103.91	\$5,379.33	16	\$132,654.26	\$5,527.26
EMT	\$124,731.43	\$5,197.14	EMT	\$128,161.54	\$5,340.06	EMT	\$131,685.99	\$5,486.92	EMT	\$135,307.35	\$5,637.81
17+	\$124,000.00	\$5,166.67	17+	\$127,410.00	\$5,308.75	17+	\$130,913.78	\$5,454.74	17+	\$134,513.90	\$5,604.75
EMT	\$126,480.00	\$5,270.00	EMT	\$129,958.20	\$5,414.93	EMT	\$133,532.05	\$5,563.84	EMT	\$137,204.18	\$5,716.84

**All employees shall receive the salary provided above, based on their current years of service, on January 1st of the given year and move to their next pay step in the pay period their anniversary date falls.**

**Members hired on or between the 1st and 15th of the month will receive their pay step effective the 1st of the month they were hired.**

**Members hired on or between the 16th and last day of the month will receive their pay step effective the 16th of the month they were hired.**

11-21-23 @