

33995

**AUTHORIZE FIREMAN'S MUTUAL
BENEVOLENT ASSOCIATION (FMBA)
CONTRACT MODIFICATIONS**

May 18, 2010

WHEREAS, as a result of a series of discussions, new terms have been reached requiring modifications to the current FMBA Contract.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF SUMMIT:

That the Mayor and City Clerk be and they are hereby authorized to sign the modified FMBA Contract.

Dated: May 18, 2010

I, David L. Hughes, City Clerk of the City of Summit, do hereby certify that the foregoing resolution was duly adopted by the Common Council of said City at a regular meeting held on Tuesday evening, May 18, 2010.

A handwritten signature in black ink, appearing to read "D. Hughes", written in a cursive style.

City Clerk

MEMORANDUM OF AGREEMENT

Agreement made this 20th day of May 2010, by and between the City of Summit (herein the "Employer" or the "City") and the Firemen's Mutual Benevolent Association Local 54 (herein the "Association" or "FMBA Local 54"):

WHEREAS, the City and the Association are parties to a Collective Negotiations Agreement (CNA) covering the period January 1, 2007 through December 31, 2010; and

WHEREAS, the City and the Association desire to renegotiate and extend the aforesaid Agreement:

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

1. Term of Agreement – The existing Agreement shall be extended for a period of two years through December 31, 2012.
2. Wages –
 - a) The existing wage rates for calendar year 2010 shall remain in full force and effect.
 - b) There shall be no wage increase for calendar year 2011.
 - c) Effective January 1, 2012 there shall be a general wage increase of 1.5%.
3. Health Benefits – Effective July 1, 2010 there shall be a contribution to the cost of health benefits in the amount of \$50.00 per month. This contribution to the cost of health benefits shall continue on a monthly basis for the extended term of this Agreement and shall terminate as of December 31, 2012.

4. Clothing and Turnout Gear and Equipment

a) In calendar year 2010 all employees covered under the terms of this Agreement shall forego \$1,500.00 of their annual clothing allowance.

b) In calendar year 2011 all employees shall forego \$950.00 of their annual clothing allowance, \$500 of the clothing allowance shall be in base pay, the balance remains as clothing allowance.

c) In calendar year 2012 an additional \$500 of the clothing allowance shall be in base pay, the balance remains as clothing allowance.

5. Hours of Work – Effective 1/1/11 the parties agree to implement a new work schedule of 24 hours on duty followed by 72 hours off duty on a two-year trial basis. The parties further agree that the actual work schedule will be established by the City through the Fire Chief and that appropriate adjustments will be made to all time off and other terms and conditions of employment.

6. Layoffs – The City agrees there will be no layoffs or attrition of any employees covered by the Collective Negotiations Agreement during calendar year 2010. It is the intention of the City not to have layoffs or attrition in calendar years 2011 and 2012. If, however, layoffs or attrition become necessary, the City will meet with the FMBA prior to implementing any such layoffs to discuss alternatives to layoffs, if any. If layoffs or attrition do occur in 2010, 2011 or 2012, the City shall pay all employees the following sums which was the intention hereunder to forego or not receive in lieu of layoffs: The 2010 clothing allowance of \$1,500, or \$1,550; the 2011 clothing allowance of \$950; all of the health care contributions made (which shall be

discontinued after the layoffs or attrition); the normal across-the board percentage which was foregone in 2011 and 2012 (to be discussed.)

IN WITNESS WHEREOF, the parties have set their hands and seals this

20 day of May 2010.

For the City of Summit:

For FMBA Local 54:








