

RESOLUTION OF THE TOWNSHIP OF IRVINGTON, NJ

No. DF15-0210-3

Date of Adoption FEBRUARY 10, 2015

APPROVED AS TO FORM AND LEGALITY ON THE BASIS OF FACTS SET FORTH BY

[Signature]
Legislative Research Officer

PRESENTED BY COUNCIL MEMBER HUDLEY SECONDED BY COX

WHEREAS, the Township of Irvington and the Fire Officers Association (IAFF Local 2004) has engaged in labor negotiations for the purpose of establishing salaries and other conditions of employment for members of said association if the Township of Irvington; and

WHEREAS, the Township of Irvington and the IAFF Local 2004 have mutually agreed to the salaries and other conditions of employment for the period beginning July 1, 2012 and ending June 30, 2016:

NOW, THEREFORE BE IT RESOLVED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF IRVINGTON that they hereby ratify and approve the terms and conditions of the Memorandum of Agreement attached hereto and made a part hereof; and

BE IT FURTHER RESOLVED that the Mayor and the Township Clerk are authorized and empowered to execute the said Memorandum of Agreement.

RECORD OF COUNCIL VOTE

X = Indicates Vote N.V. = No Vote A.B. = Absent

COUNCIL MEMBER	YES	NO	N.V.	A.B.	COUNCIL MEMBER	YES	NO	N.V.	A.B.
BURGESS, 1ST VICE PRESIDENT	X				JONES, 2ND VICEPRESIDENT	X			
COX	X				LYONS				X
HUDLEY	X				FREDERIC, PRESIDENT	X			
INMAN	X								

PRESIDENT OF COUNCIL *[Signature]* MUNICIPAL CLERK *[Signature]* DATE FEB 10, 2015

I hereby certify that the foregoing is a true copy of a Resolution duly adopted by the Municipal Council. In witness whereof I have hereunto set my hand and the Corporate Seal of the Township of Irvington.

MUNICIPAL CLERK *[Signature]* DATE FEB 10 2015

BA BLDG CFO COURT DHS DHW DPW ENG FIRE INIC JUDGE LIBR LICEN LEGAL MAYOR OCDP~DIR
 OCDP~AD P&R PAYROLL POL~DIR POL~CF PURCH SEC~PB/BA TA TAX~AS TAX~COL TRAFFIC UEZ
 ZONING~OFF DLGS GNCD OTHER(S): _____

STATE OF NEW JERSEY
PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of Successor Contract Negotiations Between:
TOWNSHIP OF IRVINGTON

-and-

IRVINGTON FIRE OFFICERS ASSOCIATION, I.A.F.F. LOCAL 2004

Susan Wood Osborn, Mediator

MEDIATOR'S RECOMMENDATION FOR SETTLEMENT

Having considered the parties arguments, priorities and discussions concerning all of the issues in dispute, as well as the 2% maximum cap restrictions placed upon an arbitrator should this contract proceed to interest arbitration for resolution, I recommend the following terms for a successor contract:

Contract Duration: 4-year contract -July 1, 2012 through June 30, 2016.

Salaries:

7/1/12- Wage freeze

7/1/13- Wage freeze

7/1/14- Salary increase of 2.5% for all unit members

7/1/15 - Salary increase of 2.0% for all unit members

Longevity:

-Eliminate longevity benefit for Firefighters hired after 7/1/13.

-Convert longevity benefit from a percentage of base pay to a flat dollar amount to be based the current contractual percentage of the employee's 7/1/12 base pay. Revise Longevity Article to read as follows:

Years' Service	Former %	Lieutenants	Captains
5+	2%	2088	2358
10+	4%	4176	4717
15+	6%	6264	7075
20+	8%	8352	9433
24+	10%	10440	11792

In any event, no employee's current longevity pay shall be reduced as a result of this agreement.

Vacation Leave:

All Firefighters hired before 7/1/13 shall continue to receive their current contractual allotment of vacation leave.

-All Firefighters hired on or after 7/1/13 shall receive a reduced vacation leave allotment matching that awarded to PBA Local 29 on June 16, 2014 as follows:

- 1-10 years: 10 days
- 11-15 years: 15 days
- 16+ years: 20 days

This provision does not apply to current Fire Officers in Local 2004. Firefighters hired after 7/1/13 and who are promoted to Lieutenant or Captain will have 3 vacation days added to each step.

Military Leave:

The parties agree to abide by the decision of any court of final jurisdiction concerning the issue of what constitutes a "day" for purposes of military leave in the matter of Irvington PBA Local 29 v. City of Irvington, provided, acknowledging the difference in shifts and schedules in the Fire Department, the decision is applicable.

Terminal Leave:

-Eliminate the benefit for Firefighters hired after 7/1/13.

* * *

All other proposals are to be considered withdrawn. All other provisions of the expired contract would continue except as modified herein.

We, the members of the respective negotiations committees of the Township of Irvington and IAFF Local 2004 agree to recommend this settlement to our governing body/ membership for approval/ratification.

For Irvington Township:

For IAFF Local 2004:

President Edward Blawie
Secretary Anthony #170

Date:

Date:

SETTLEMENT AGREEMENT

The Township of Irvington and the Irvington Fire Officers Local 2004, IAFF hereby agree to resolve the dispute over the 27th pay issue according to the following terms:

1. Any member who was employed on January 1, 2005, but has subsequently retired, shall receive 84 hours of pay.
2. Any member who was employed as of January 1, 2005 and is still an actively employed Firefighter in Irvington shall receive 84 hours of comp time.
3. The Department shall provide a list of retirees subsequent to January 1, 2005 within 30 days of the Settlement so that said list can be reviewed by the Officers of IAFF Local 2004 to ensure it is correct.
4. Within 30 days after this Settlement Agreement has been ratified by the Town Council of the Town of Irvington, the full amount shall be paid to retirees and the full amount of comp time shall be credited to the comp time of active members.
5. Any grievances, Unfair Labor Practice Charges, other demands for arbitration or other issues arising out of this matter are hereby withdrawn.
6. This agreement shall be come final upon execution by both parties below.

TOWNSHIP OF IRVINGTON

IRVINGTON FIRE OFFICERS LOCAL
2004

President Edward B. Jansy

Date:

Date: 12/22/14