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V.C.NEO 12/05/07*

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SALARY AGREEMENT

BETWEEN

BOARD OF FIRE COMMISSIONERS  
DISTRICT #2

AND

ALL FULL TIME EMPLOYEES

2008 THROUGH 2012

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SALARY

	Salaries 2008	(Effective January 1, 2008)
4%	85,233	Fire Chief
	68,183	Fire Official
	49,499	Board Administrator
	32,902	Secretary—Bureau of Fire Prevention

	Salaries 2009	(Effective January 1, 2009)
4%	88,642	Fire Chief
	70,910	Fire Official
	51,479	Board Administrator
	34,218	Secretary—Bureau of Fire Prevention

	Salaries 2010	(Effective January 1, 2010)
4 ½%	92,631	Fire Chief
	74,101	Fire Official
	53,796	Board Administrator
	35,758	Secretary—Bureau of Fire Prevention

	Salaries 2011	(Effective January 1, 2011)
4%	96,336	Fire Chief
	77,065	Fire Official
	55,948	Board Administrator
	37,188	Secretary—Bureau of Fire Prevention

	Salaries 2012	(Effective January 1, 2012)
4%	100,189	Fire Chief
	80,148	Fire Official
	58,186	Board Administrator
	38,676	Secretary—Bureau of Fire Prevention

## HOLIDAYS

- A. The following holidays shall be recognized;
1. New Years Day
  2. Reverend Martin Luther King Day (date of national holiday)
  3. Washington's Birthday (3<sup>rd</sup> Monday in February)
  4. Good Friday
  5. Memorial Day
  6. Independence Day
  7. Labor Day
  8. Columbus Day
  9. Veterans' Day
  10. Thanksgiving Day
  11. Friday after Thanksgiving Day
  12. Christmas Eve (1/2 day)
  13. Christmas Day
- B. Holidays which fall on Saturday will be celebrated on the preceding Friday. Holidays which fall on Sunday will be celebrated on the following Monday.
- C. Independence Day  
When Independence Day falls on a Tuesday, the preceding Monday will be a holiday. When Independence Day falls on a Thursday, the following Friday will be a holiday.

## VACATIONS

- A. Employees covered under this agreement shall be entitled to earn vacation, with pay, in accordance with the following schedule:
- |                           |         |
|---------------------------|---------|
| 1 to 5 years of service   | 10 days |
| 5 to 15 years of service  | 15 days |
| 15 to 25 years of service | 20 days |
- B. Effective January 1, 2001 employees shall be entitled to earn vacation, with pay, in accordance with the following schedule:
- |                           |         |
|---------------------------|---------|
| During the first year     | 12 days |
| 2 to 7 years of service   | 15 days |
| 8 to 12 years of service  | 18 days |
| 13 to 18 years of service | 21 days |
| 19 years and thereafter   | 25 days |
- C. An employee may not accumulate to his or her credit more than two (2) years accumulated vacation leave. Any accumulation in excess of this amount will be lost.
- D. Upon retirement of an employee in good standing, unused vacation Time will be paid at the employee's current rate.
- E. Vacation time off shall be coordinated to ensure the office is staffed by at least one employee.

## PERSONAL DAYS

- A. Each employee shall receive three (3) personal days a year, subject to the following procedures.
1. Personal days off shall be coordinated to ensure the office is staffed by at least one person.
  2. Personal days must be used during the current year and cannot be carried into the following year.

#### SICK TIME

- A. Employees shall accumulate fifteen (15) sick days per year. If an employee is sick for three (3) consecutive days, a doctor's note may be required by the Board of Fire Commissioners.
- B. When an employee with twenty-five (25) years of service with Fire District #2 Retires he or she will be paid for up to thirty (30) days of unused sick leave at the current hourly rate.
- C. Effective January 1, 2002, an employee with twenty-five (25) years of service with Fire District #2 who retires in good standing will be paid for up to forty-five (45) days of unused sick leave at the current hourly rate.

## LONGEVITY

- A. Effective January 1, 2000 longevity payments based upon years of continuous service with the fire district shall be as follows:

After year 5 to 10 <sup>th</sup> year	\$500.00
10 <sup>th</sup> year to 15 <sup>th</sup> year	\$750.00
15 <sup>th</sup> year to 20 <sup>th</sup> year	\$1000.00
After the 20 <sup>th</sup> year	\$1250.00
Effective January 1, 2009 after the 20 <sup>th</sup> year	\$1750.00

- B. Longevity for the year will be paid during the last week of December.
- C. Longevity will be based on completed years of service for full-time employees as of January 1 of each year.



## COMPENSATORY TIME

An employee who works overtime shall be entitled to compensatory time off equal to the rate of one and one-half (1 ½) times the number of hours worked. Compensatory time can be accumulated. Any employee who retires, resigns, or is discharged shall forfeit all compensatory time, and shall not be eligible for compensation of any unused compensatory time.

### A. Reporting

1. Compensatory time earned shall be reported monthly on an employee attendance form.
2. An explanation for the hours worked shall be hand written on the back of the attendance form.
3. When this time is taken as time off, the hours used shall be noted on the front of the attendance form.

### B. Use

1. Compensatory time can be used for doctor's visits, personal business, or as an extension to sick leave once all accumulated sick leave has been used.
2. This time cannot be used in conjunction with vacation time.
3. Only one employee can use an eight-hour block of time for a day off on any given day.
4. An employee can use no more than two compensatory days in one week. Only four compensatory days may be used by an employee in one calendar month, unless used in conjunction with sick leave.
5. Compensatory time off must be scheduled and approved in advance.

## BEREAVEMENT LEAVE

- A. Employees will be granted up to five (5) consecutive days of bereavement with pay for a death in the employee's immediate family.
- B. Immediate family in this agreement shall include the employee's spouse, child, mother, father, grandparents, grandparent's in-law, mother-in-law, father-in-law, sister, brother or grandchildren.
- C. An employee may use one sick day for all other bereavement leave.

## MEDICAL COVERAGE

- A. The Board will provide medical coverage equal to or better than the coverage in effect as of January 1, 1999.
- B. In the event of a duty injury, medical coverage for the employee and family will remain in effect at no cost to the employee until the return to duty, or the determination of permanent disability is made per Workmen's Compensation regulations.
- C. Should a disability occur off duty that requires an extended leave of absence, the employee may continue the above coverage per the rules of deductible of these plans at the current group rate. This extended coverage will commence after all disability (short-term), sick, vacation, personal and compensatory time has been used.
- D. Effective January 1, 2002 the board will provide 100% of the medical and prescription coverage to an eligible retiring employee in good standing and his family. This coverage will continue up to Medicare age, at which time it will be replaced with supplemental coverage. An employee must have served the Board for at least twenty-five (25) years. Lesser years of service could result in coverage on a pro-rated basis. These cases will be reviewed by the Board case by case.
- E. To be eligible for the retirement coverage, an employee must certify in writing, yearly, that they have no other medical coverage. Once an employee opts for coverage outside the Board's plan, they may not return to the Board's plan.
- F. As of January 1, 2008, 100% medical and prescription coverage for retiring employees will be discontinued for any future employee hired after January 1, 2008

#### DENTAL INSURANCE

- A. Dental coverage is available at no cost to the employee and family subject to the rules and deductible of the current plan.

#### WORKER'S COMPENSATION

- A. Worker's compensation coverage is provided by the fire district in accordance with the laws of the State of New Jersey.

#### INSURANCE

- A. Life insurance in the amount of one and one-half (1 ½) times the Annual salary of the employee is provided through the Public Employee's Retirement System (PERS) for the employees enrolled. Eligible employees may contribute to the life insurance and receive additional insurance at the rate of one and one-half (1 ½) times their annual salary. For all PERS members, contributory insurance is required during the first year of enrollment.
- B. Any member enrolled in the Police and Fire Retirement System (PFRS) will be governed by the rules of this system for any benefits, contributions, and insurance provided by PFRS.

## UNIFORMS

### Chief

3 short sleeve shirts  
3 long-sleeve shirts  
3 pairs of pants  
1 pair of shoes  
1 coat  
1 set of badges (1 coat, 1 uniform)  
1 belt

### Inspector

3 short sleeve shirts  
3 long sleeve shirts  
3 pairs of pants  
1 pair of shoes  
1 coat  
1 set of badges (1 coat, 1 uniform)  
1 belt

### Secretary

3 short sleeve shirts  
3 long sleeve shirts  
3 pairs of pants  
1 pair of shoes  
1 coat  
1 belt

TERMS AND RATIFICATION

This agreement shall be in full force and effect as of January 1, 2008 and shall be in effect to and including December 31, 2012.

In witness whereof, the parties hereto have hereunto set their hands on this <sup>5th</sup> ~~7th~~ day of ~~November~~, 2007.  
*December*

Board of Fire Commissioners  
Fire District #2  
Township of Moorestown  
Burlington County, New Jersey

Attest *Jacqueline M. Grant* by *William J. Wozniak*  
Board Secretary Board President  
*12/05/07* *12/05/07*

Representative for the District Employees

Attest *William Ruffo* by *Gregory M. Perry*  
*12/05/07* *12/05/07*