

April 1, 2025

TOWNSHIP OF MEDFORD

RESOLUTION 66 –2025

**AUTHORIZING A COLLECTIVE NEGOTIATIONS AGREEMENT BETWEEN THE
TOWNSHIP OF MEDFORD AND INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS LOCAL 3091 (EMTs UNIT)**

WHEREAS, the Township of Medford (the “Township”) and International Association of Firefighters, Local 3091 (EMTs Unit; hereafter “IAFF”) are parties to a Collective Negotiations Agreement for the period of January 1, 2021 through December 31, 2024; and

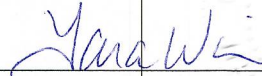
WHEREAS, the parties have negotiated the terms of a new four year agreement which is embodied in a subsequent Memorandum of Agreement duly signed by the parties’ representatives; and

WHEREAS, the Township Council finds that it is in the best interests of the Township to authorize a new agreement with IAFF Local 3091 for the period of January 1, 2025 through December 31, 2028 in accordance with the terms of the subsequent Memorandum of Agreement;

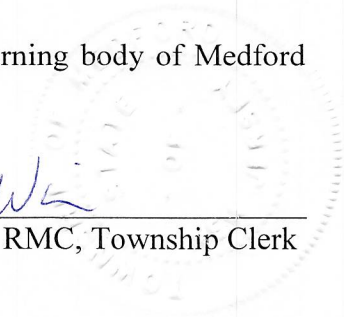
NOW, THEREFORE, IT IS RESOLVED by the Township Council of the Township of Medford, County of Burlington, and State of New Jersey, that the Mayor is hereby authorized to execute a collective negotiations agreement between the Township and the International Association of Firefighters, Local 3091 (EMT Unit) covering the period of January 1, 2025 to December 31, 2028, in accordance with the terms of the Memorandum of Agreement between the parties’ representatives, subject to review and approval by the Township Labor Counsel.

IT IS FURTHER RESOLVED that the Township Chief Financial Officer is authorized to pay salaries in accordance with the Memorandum of Agreement pending the preparation of a new collective negotiations agreement.

I hereby certify that the foregoing Resolution was adopted by the governing body of Medford Township on April 1, 2025.



Tara Wicker, RMC, Township Clerk

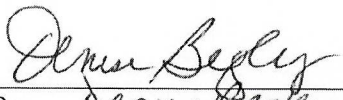


MEMORANDUM OF AGREEMENT

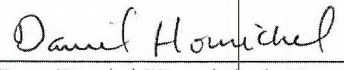
TOWNSHIP OF MEDFORD & IAFF LOCAL 3091

The undersigned members of the negotiations teams representing the parties, the Township of Medford and the IAFF Local 3091, (EMTs unit) agree to recommend for ratification by the Township Council, and the members of the IAFF bargaining unit, respectively, a Collective Negotiations Agreement embodying the changes to the terms and conditions as set forth in the collective negotiations agreement ("CNA") between the Parties that expired on December 31, 2024 in accordance with Attachment A & B.

1. This Memorandum of Agreement inclusive of Attachments A & B represents a tentative agreement, which the undersigned shall in good faith recommend to their respective constituencies. Any proposal not covered by this MOA shall be deemed withdrawn.
2. This Memorandum of Agreement is integrated and contingent. No portion hereof may be accepted without acceptance of the whole.
3. This Memorandum of Agreement is subject to approval and ratification by the Township Council of the Township of Medford, and the membership of IAFF Local 3091. If this proposal is rejected by either the Township Council of the Township of Medford or the membership of IAFF Local 3091 (or not acted upon by March 18, 2025), it shall be considered withdrawn.


By: Denise Begley
IAFF Local 3091

Dated: 3/26/25


By: Daniel Hornickel, Twp. Manager
Township of Medford

Dated: 03/26/25


By: Joseph R. Brunges
IAFF Local 3091

Dated: 3-26-2025

ATTACHMENT A

Contract-wide: change "Personnel Department" to "Personnel Office."

Art. 2 Non-Discrimination

Par. A. – add "or any other legally protected category."

Art. 3 Association Rights & Responsibilities

Par. A – add "Pursuant to N.J.S.A. 40A:14-177, one authorized representative shall be granted administrative leave with pay to attend the annual conventions of the Professional Fire Fighters Association of New Jersey and the International Association of Fire Fighters held within the State of New Jersey. The leave will be for a period inclusive of the duration of the convention with reasonable time permitted for travel to and from the conventions."

Par. D – Department Chief.

Art. 7 Dues, Deductions, and Agency Shop.

Eliminate reference to "Agency Shop" and eliminate Par. F in its entirety (ruled unconstitutional in Janus).

Art. 9 Hours and Overtime

Par. A – Revise work schedule in accordance with **Attachment B**.

Add: Employees shall work either 3 @ 13 hour shifts beginning at 6:00 AM or 4 @ 10 hour shifts beginning at 10:00 PM in a normal workweek, with rotating weekends off.

Par. B – Add: Employees cannot be mandated to work more than 18 consecutive hours in any 24 hour period.

Par. C. Change five (5) days to 15 days; add: "Upon the conclusion of an emergent condition, the employee/shifts will return to the normal schedule within seventy-two (72) hours.

Add: 1. Any pre-scheduled Vacation Time shall be accommodated. Should the shift change cause an employee to have to utilize additional Vacation Time not otherwise available, the Department will make every attempt to accommodate or provide the employee with Vacation Time in order to meet the Department shift change.

Par. D – Revise to read, "Overtime shall be paid for any additional time worked beyond the 40 hour workweek. Employees scheduled for 39 hours a week may work up to 60 minutes per week without additional compensation." For the last sentence of the paragraph, convert four days to 40 hours.

Par. F – Revise to read that Full Time EMTs shall be offered scheduled overtime that occurs on their respective shift (13 hours or 10 hours). Any overtime not accepted shall be offered to part-time or per-diem EMTs. This provision shall not preclude management from hiring a temporary EMT to replace an employee on a leave of absence.

Par. G., Sub. 3 – add, "Once a Full Time EMT has been scheduled for an overtime shift, the shift cannot be canceled for any reason."

Art. 11 Salaries

In CY2025, employees shall be placed on the new 2025 guide as follows: SM – Step 1; JK – Step 2; VP, AW – Step 3; DB – Step 6

2025-2026		2027-2028	
1	\$47,840	1	\$50,106
2	\$50,106	2	\$52,372
3	\$52,372	3	\$54,638
4	\$54,638	4	\$56,904
5	\$56,904	5	\$59,170
6	\$59,170	6	\$61,436
7	\$61,436	7	\$63,702
8	\$63,702	8	\$65,968
9	\$65,968	9	\$68,234
10	\$68,234	10	\$70,500
11	\$70,500	11	\$72,766
12	\$72,766	12	\$75,032
13	\$75,032	13	\$77,298
14	\$77,298	14	\$79,574
15	\$79,574	15	\$81,850

In CY2027, employees shall remain on the same Step Number as the prior guide. For example, an employee at Step 5 on the 2025-2026 guide shall move to new Step 5 on the 2027-2028 guide.

For 2026 and 2028, on January 1st, employees shall move one step year on the respective salary guide.

The Township may grant credit for service as a part-time or volunteer EMT to a new hire at the rate of one (1) year for every five years of per-diem, part-time and/or volunteer EMT service; notwithstanding, the Township shall not hire a new member of the unit at a rate higher than a current member of the unit with similar experience.

Art. 12 Holidays

Par. A. – change to a total of seven (7) holidays and add Easter Sunday.

Par. C. & D– Double time for employees schedule to work on the listed holidays and double time and a half for an employee working OT on a holiday. This provision shall not be abused.

Eliminate Par. E, but not Par. F.

Art. 13 Vacation

Par. B – Revise to read: Employees may take vacation leave in half or full day increments.

Par. C, D & E – combine, clarify and relabel as follows:

C. Vacation leave shall be scheduled at such times as the Department Chief or designee finds most suitable after considering the wishes of the employment and the requirements of the Department which shall include but is not limited to minimum staffing requirements, overtime related costs caused by a requested vacation.

D. Vacation leave must be used by December 31 of the following year. No more than two weeks of vacation can be taken continuously without the Department Chief's approval. At the employee's option with the Department Chief's approval, one week vacation time may be paid out annually if not utilized. In the event of a denial by the Department Chief or designee, up to two (2) weeks of vacation leave may be paid out.

Eliminate Par. E, H, K, L & M, and re-label Par. F, G, I & J as Par. E, F, G & H.

Par. I – clarify to read, "...may be used to supplement sick leave for an extended illness if the employee has exhausted sick leave accruals.

Art. 14 Personal Time

Par. A –Add: Additional time shall be added at the end of the month in which the employee reaches his or her anniversary date.

Par. B – eliminate and replace last sentence to read: Personal Leave shall be used in the year it was accrued and is not subject to carry-over.

Par. C – eliminate.

Art. 15 Separation, Death, and Retirement

Par. D – Replace portion of last sentence "...as well as State and Federal government including but not limited to Social Security and/or Medicare/Medicaid" with "...and in accordance with the Personnel Policies & Procedures Manual."

Art. 16 Sick Leave

Par. A – revise to eliminate "part-time"

1. Revise to read sick leave shall be earned at the rate of 10 hours per month and beginning the second year of employment, at 130 hours annually.

2. Replace "130 days" with "1,040 hours."

5. Revise to read, "an employee must notify his/her Department Head or designee at least one hour prior to the beginning..."

6. Revise to read, "an employee who is absent from work without approval for three consecutive days..."

Art. 18 Bereavement Leave

Par. A – change from 5 days to "up to 40 hours."

Par. B – change from 3 days to "up to 30 hours."

Art. 24 Health and Welfare

Par. A – change "State Health Benefits Plan" to a self-insured health benefits plan administered by the South Jersey Health Insurance Fund.

5. Change deductions from 26 to 24.

Par. B – clarify to read "Patient Protection and Affordable Care Act;" eliminate remainder of paragraph beginning with "Subject to New Jersey Pension..."

Par. C – add, "For employees hired on or after January 1, 2014, the Township shall designate three medical plans as "base" plans. Employees may select any of the base plans. Should an employee choose a plan other than a base plan, the employee shall pay the difference between the base plan and the higher cost plan in addition to the employee contributions indicated above."

Par. D – label “Health Benefits in Retirement.”

2. Change to read,

Any EMT hired on or after January 1, 2012, who retires with twenty-five (25) years of creditable service in PERS, with a minimum of twenty-five (25) years service to the Township of Medford, shall receive retiree health benefits for the retiree only, consistent with the plans offered to current employees. The retiree shall contribute toward the healthcare premiums at the highest rate indicated herein, based upon his or her retirement allowance, in accordance with the contribution levels described below: at the percentages established under Year 4 of the schedule outlined in P.L. 2011, c. 78 based upon plan and category of coverage; or 25% of the premium based upon plan and category of coverage; or 1.5% of the retiree’s monthly pension allowance, as subject to any COLAs.

Retirees may purchase dependent coverage in retirement at full cost for the category of coverage. Upon becoming eligible to enroll in Medicare, the retiree shall enroll in both Part A and Part B and pay the related premiums for Part B coverage at which time participation in the benefits program shall cease. Thereafter, the Township shall reimburse the retiree for the cost of Part B premiums. Payment of Medicare Part B premiums shall cease upon the death of the retiree.

(Note: Parties agree to add union’s proposed Par. O & P to Art. 36.

Art. 26 Alternate Duty Policy for Pregnant EMTs

SENIORITY – RANK AND BENEFITS

Par. B – last sentence, omit and replace with “Male EMTs may use FMLA for the birth or adoption of a child.”

Art. 30 Promotions

Add: Should the Township create a promotional opportunity, such as Lt. EMT, the Township is agreeable to a promotional adjustment of \$5,000 over the member’s current step.

Art. 36 Facilities and Personal Lockers

Par. A & new Par. B – the Township is willing to provide lockers for employees’ use subject to a reasonable period to provide such.

Art. 38 Training and Continuing Education

Reasonable travel time shall be considered as time worked so long as such travel time exceeds the employee’s normal commute from home to work and back, for the difference for the additional time it takes to reach the training location.

Art. 45 Physical Training Time

New Par. A – Proposed language is acceptable so long as acknowledgement that employees have to remain available to respond to calls when exercising.

Art. 47 Driver License Policy

Par. D – add to the beginning, “Any EMT who receives a motor vehicle violation or summons that may result in more than three (3) points against the employee’s driver’s license shall notify his/her supervisor of such upon reporting to his/her next scheduled work shift.”

Art. 48 Duration, Term and Renewal
Four (4) year agreement

Appendix A Clothing Allowance List

Parties agree to update the list to conform to whatever the Department supplies as proposed (e.g., an initial issue (Par. B) and subsequent allotment).