

**MEMORANDUM OF AGREEMENT  
BETWEEN DEPTFORD TOWNSHIP AND TEAMSTERS LOCAL 676 - EMERGENCY  
MEDICAL TECHNICIANS SUPERVISORS**

The following sets forth the terms to which the above parties have agreed for a successor Collective Bargaining Agreement ("CBA") effective January 1, 2018 through December 31, 2020. Where there are no additions, deletions or revisions noted, the parties intend that the provisions of the current CBA effective January 1, 2015 through December 31, 2017, shall remain unchanged and in full force and effect.

**Article IX – Hours & Overtime**

*Section A of this Article shall be revised to read as follows:*

A. The normal workweek for Emergency Medical Technician Supervisors will be eighty (80) hours in a two-week period with a first-choice option to work the current "drop 4" each pay for overtime or compensatory time.

**Article XI – Salaries**

Paragraph numbers 1, 2 and 3 of this article shall be stricken.

Paragraph 4 becomes paragraph 1 and shall be revised to read as follows:

1. The salaries for all Emergency Medical Technician Supervisors under this contract shall increase as follows:

January 1, 2018 – 3% increase to current salary.

January 1, 2019 – 3% increase to current salary.

January 1, 2020 – 3% increase to current salary.

Paragraph 5 becomes paragraph 2 and shall be revised to read as follows:

2. Employees acting as shift supervisors shall receive a one-time increase of \$5,250.00 to their base salaries.

Paragraph 6 becomes paragraph 3 and shall be revised to read as follows:

3. The Deputy Chief will receive annual stipends as follows:

2018 - \$2,500

2019 - \$2,500

2020 - \$2,500

**Article XII – Holidays**

A. The following holidays are observed by Deptford Township.

- |                                |                      |
|--------------------------------|----------------------|
| 1. New Year's Day              | 7. Labor Day         |
| 2. Martin Luther King, Jr. Day | 8. Columbus Day      |
| 3. Washington's Birthday       | 9. Election Day      |
| 4. Good Friday                 | 10. Veteran's Day    |
| 5. Memorial Day                | 11. Thanksgiving Day |
| 6. Independence Day            | 12. Black Friday     |
|                                | 13. Christmas        |

B. When a holiday occurs during an employee's rotation, that employee is required to work that holiday.

C Rotations will be scheduled in a manner that ensures holidays are distributed equally and rotated annually between employees.

D. An employee working a holiday will be paid for the holiday and be given the choice of either double time pay or regular time pay plus one compensatory day.

**Article XIII – Vacations**

Vacation time shall be converted from days to hours.

Section A of this Article shall be revised to read as follows:

A. Bargaining unit employees shall be entitled to annual vacation leave with pay in accordance with the Township Policy:

Completion of 1 <sup>st</sup> year through 4 years	96 hours
Completion of 5 <sup>th</sup> year through 6 years	120 hours
Completion of 7 <sup>th</sup> year through 12 years	160 hours
Completion of 13 <sup>th</sup> year through 19 years or more	200 hours

Section H of this Article shall be revised to read as follows:

H. Each employee shall be entitled to forty-eight (48) hours of personal time a year.

**Article XV – Sick Leave**

This article shall be revised to change 15 sick days per year to 120 hours of sick leave per year.

**Article XVII – Bereavement Leave**

Section G of this article shall be revised to read as follows:

G. A workday for Emergency Medical Technician Supervisors is defined as a 12-hour shift.

**Article XXI – Job Description and Duties**

A new section “D” shall be added to this article and will read as follows:

D. Bargaining unit employees Couch, Jones, Law, and Stiteler shall be titled as Senior Emergency Medical Technician (Job Specification 03312) with the NJ Civil Service Commission.

**Article XXII - Clothing Allowance**

A new section “D” shall be added to this article and will read as follows:

D. The Township shall provide employees with a \$500 annual uniform allowance. All uniform items shall meet the 8:40-4.1 requirements. The Township shall supply ballistic gear to each Supervisor. Additional items require the approval of the Chief of EMS.

**Article XXXIX – Duration, Term and Renewal**

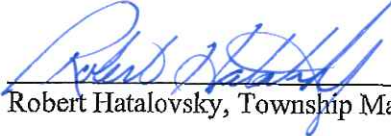
This article shall be revised to reflect a new contract term of January 1, 2018 – December 31, 2020.

**Throughout the Contract**

- Change Supervisor shift length from 8 hours to 12 hours.
- Remove references to IAFF.

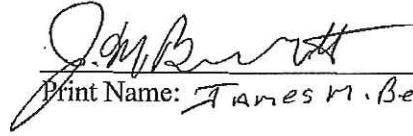
- Remove inconsistent title references to Chief of EMS.

**On behalf of Deptford Township**

  
Robert Hatalovsky, Township Manager

4-3-18  
Date

**On behalf of Local 676**

  
Print Name: James M. Bennett

3/26/18  
Date