

**SIDE BAR TO THE PARTIES'
COLLECTIVE NEGOTIATIONS AGREEMENT**

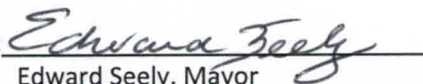
The Borough of Spotswood ("Borough") and International Association of EMTs and Paramedics, Local R2-215 ("IAEP"), hereby agree to this Side Bar Agreement to the parties' Collective Negotiations Agreement, which is effective May 1, 2016 through December 31, 2018. The parties agree to recommend ratification of this Side Bar to their respective membership (the Borough Council and Local Members, respectively).

- 1) The Borough and IAEP reached a Memorandum of Agreement dated April 6, 2016 on an initial Collective Negotiations Agreement. The Memorandum of Agreement was memorialized in a Collective Negotiations Agreement effective May 1, 2016 through December 31, 2018.
- 2) All terms of the existing and current Collective Negotiations Agreement shall remain in full force and effect except as modified by this Side Bar.
- 3) Section 1, Paragraph A of the current Collective Negotiations Agreement, and Schedule A of the current Collective Negotiations Agreement entitled "EMT Salary Guide" shall be amended to reflect that, effective on January 1, 2018, EMTs hired prior to January 1, 2018 will receive \$16.00 per hour.
- 4) Section 1, Paragraph B of the current Collective Negotiations Agreement, and Schedule A of the current Collective Negotiations Agreement entitled "EMT Salary Guide" shall be amended to reflect that, effective on January 1, 2018, EMTs hired on or after January 1, 2018 as Probationary EMTs will receive \$14.50 per hour. Upon successful completion of a six (6) month probationary period and written recommendation from the Director of EMS, the EMT's pay will be increased to \$15.25 per hour. EMTs hired on or after January 1, 2018 will receive \$16.00 per hour following their one (1) year anniversary date.

So agreed.

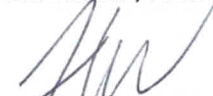
Borough of Spotswood

By: 
Dawn McDonald, Administrator

By: 
Edward Seely, Mayor

IAEP Local R2-215

By: 
Rebecca Altman, President

By: 
Frank Wagner, Nat'l Rep.