

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE TOWNSHIP OF TEANECK  
AND  
FOA LOCAL NO. 242**

**WHEREAS**, the Township of Teaneck (the “Township”) is the public employer for all firefighters who are represented by **FOA Local 242 the Professional Fire Officers Association of Teaneck** (hereinafter referred to as the “Union”) for the purpose of collective negotiations; and

**WHEREAS**, the Township and the Union (collectively, the “Parties”) have negotiated in good faith and agreed upon the terms and conditions of employment covering the members of the Union to add four (4) additional years to the existing Collective Negotiation Agreement, so that it shall run through December 31, 2030; and

**WHEREAS**, the Parties wish to memorialize those terms and conditions of employment governing the Parties’ labor relations for the aforesaid period of time;

**NOW, THEREFORE**, in consideration of the promises and the mutual covenants herein contained, and for other good and valuable consideration:

1. Article XII, Salaries and Compensation: That **the** salaries as set forth on the salary schedule as of January 1, 2027 shall be increased in each year as follows:

2027 - 2.75%  
2028 - 3.0%  
2029 - 3.0%  
2030 - 3.0%

2. Article XVI, Holidays: The Parties agree to amend the following paragraphs:

A. All **employees** shall receive 156 hours off during each calendar year in lieu of the holidays indicated in B below. This time off shall be determined by the Fire Chief or the Officer acting in his/her behalf with due regard for the wishes of the employee and particular regard for the needs of the Fire Department.

Holidays shall be granted subject to the prior approval of the Fire Chief or his designee and shall only be taken in blocks of twenty four (24) hours (a full tour) or partial tours of ten (10) hours (8 AM to 6 PM) or fourteen (14) hours (6 PM to 8 AM). However, twenty four (24) hours of the total holiday time may be taken in one (1) hour increments with a maximum usage of six (6) hours designated as time due.

Time due and holiday leave shall not be unreasonably denied.

B. For all other purposes under this Agreement and for the purposes of Paragraph A hereof the above cited days shall be designated as holidays for employees:

New Years Day  
Lincoln's Birthday  
Good Friday  
Fourth of July  
Columbus Day  
Thanksgiving Day  
Christmas Day

Martin Luther King's Birthday  
Washington's Birthday  
Memorial Day  
Labor Day  
Veteran's Day  
Friday after Thanksgiving

**C. All staff Fire Officers -** When a holiday listed in paragraphs B falls on a Saturday, the preceding Friday shall be observed as the holiday. When a holiday listed in paragraph B above falls on a Sunday, the following Monday shall be observed as the holiday.

D. Whenever the scheduled day off for a staff Fire Officer falls on a holiday listed in paragraph B, he/she shall receive another day off during the same work year in lieu of that holiday, subject to the approval of Fire Chief or his/her designee.

3. Article XVII, Vacations, Section A: All employees shall earn vacation on a calendar year basis in accordance with the following schedule:

Years of Service	Annual Vacation Leave
To the end of the first calendar year	12 Hours per full month of service
1 year to 5 years	144 Hours
6 years to 10 years	168 Hours
11 years to 15 years	192 Hours
16 years to 20 years	216 Hours
Over 20 years	240 Hours

Sections B and C of the above Article will be removed from the Parties Collective Negotiations Agreement and the remaining sections of the Article will be renumbered accordingly.

4. Article XVII, Sick Leave, Section A: The Parties agree to amend Paragraph B1 to read as follows:

All **employees** by this Agreement, may be compensated for sick leave as hereafter defined, with pay to which they are otherwise eligible, as follows:

- a. New employees shall only receive twelve (12) hours for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month, and six (6) hours if they begin on the 9th through the 23rd day of the month.
- b. After the' initial month of employment and up to the end of the first calendar year, employees shall be credited with twelve (12) hours for each month of service.

Thereafter, at the beginning of each calendar year, in the anticipation of continued employment, employees shall be credited with one hundred and eighty (180) hours of sick leave.

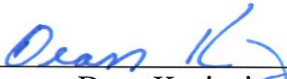
- c. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purposes.


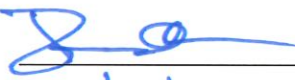
Sections B2 and C1 of the above Article will be removed from the Parties Collective Negotiations Agreement and the remaining sections of the Article will be renumbered accordingly.

IN WITNESS WHEREOF, the negotiating representatives of the respective parties have signed below on this 21<sup>st</sup> day of May, 2024.

**TOWNSHIP OF TEANECK**

**F.O.A. LOCAL 242**

  
By: Dean Kazinci,  
Township Manager

  
  
5/21/2024

Dated: 5/21/24  
DEAN B. KAZINCI  
Township Manager  
Township of Teaneck  
818 Teaneck Road  
Teaneck, NJ 07666

Dated: \_\_\_\_\_