

RESOLUTION AND MEMORANDUM OF AGREEMENT

REGARDING THE TERMS AND CONDITIONS OF PUBLIC EMPLOYMENT

BETWEEN

THE CITY OF LITTLE FALLS

AND

THE LITTLE FALLS PAID FIREFIGHTERS

JANUARY 1, 2011 – DECEMBER 31, 2013

This agreement entered into the _____ day of _____ 2011 by and between the City of Little Falls, New York (hereinafter referred to as the City) and the Little Falls Paid Firefighters, Little Falls, New York, Local 2966 (herein referred to as the Association).

ARTICLE I.

ASSOCIATION RECOGNITION

- 1-1** The City hereby recognizes the Little Falls Paid Firefighters, I.A.F.F. Local 2966, Little Falls, New York as the sole and exclusive representative of all of the employees of the Little Falls Fire Department, with the exception of the Fire Chief for the purpose of collective negotiations and settlement of grievances, from the 1st day of January, 2011 until the 31st day of December, 2013.
- 2-2** The Association affirms that it does not assert the right to strike against the City, the employer, to assist or participate in any such strike, or to impose an obligation upon its members to conduct, assist, or participate in such strike.
- 3-3** In addition to customary firefighting outside of the physical limits of the Fire Department, a firefighter's duties shall encompass only those that take place within the physical Fire Department boundaries. It shall be at an individual firefighter's discretion to perform tasks outside the limit of the Fire Department.

ARTICLE II.

MANDATED LEGISLATION

- 2-1** Nothing in this Agreement shall prohibit the members of the Association from receiving more advantageous mandated benefits from the State, Federal or City legislation presently existing or which may be enacted during the term of this agreement.

ARTICLE III.

HOLIDAYS

- 3-1 a) Each member of the Association shall receive a paid day off for each of the following ten (10) holidays: New Year's Day, Washington's Birthday, Good Friday, Independence Day, Labor Day, Veteran's Day, Columbus Day, Thanksgiving Day, Memorial Day, Christmas Day.**
- b) In addition to the holidays covered in Section 3-1. A, each member shall receive Lincoln's Birthday, Martin Luther King's Birthday, and the member's birthday, combined into ONE 24 Hour paid day off.**
- 3-2 The aforementioned ten (10) paid holidays, plus the additional paid twenty – four (24) hour day, shall be taken by the members at the sole discretion of each individual member, subject to the approval of the Chief of the Fire Department.**
- 3-3 Holidays must be taken in the year earned and prior to July 1st of that year.**

ARTICLE IV.

CALL BACK TIME AND OVERTIME PREMIUM PAY

- 4-1 From January 1, 2011 through December 31, 2013, any firefighter off duty who is called back to duty, either verbally, by whistle or by pager, shall be paid at time and one-half for the first hour and time and one-half thereafter for emergencies only. All work time thereafter is to be considered straight time.**
- Effective January 1, 2010, any firefighter off duty who is called back to duty, either verbally, by whistle or by pager, shall be paid at time and one-half for all hours actually worked upon return to duty.**
- 4-2 A rotation system will be in effect.**
- 4-3 From January 1, 2011 through December 31, 2013, any member called back to duty must stay the full hour. Firefighters shall be permitted to leave before the hour is up, providing necessary work is completed and the officer in charge relieves him/her.**
- 4-4 The prior ten cents (\$.10) per hour night shift differential shall be deemed eliminated effective January 1, 2009 in consideration for adding \$.14 per hour to the base salary schedule under Article 11.3 effective January 1, 2009.**
- 4-5 Members of the Association shall be used exclusively in the administration and designation of the callback time.**

4-6 From January 1, 2011 through December 31, 2013, time and one-half the hourly rate shall be paid to those employees who participate in outside activities where Fire Department personnel are requested or required. Examples: blood pressure clinics, classes, City activities, sports events, mandatory meetings called by the Chief, meetings, etc. The Fire Chief shall post a signup sheet and have the right to limit the number of personnel attending. Those chosen shall be first come first serve according to sign up sheet. All paid firefighters shall have priority over call firefighters regardless of position on signup sheet.

Effective January 1, 2010, if an employee is required to work other than during his/her regularly scheduled tours of duty, he/she shall be paid one and one-half (1-1/2) times his/her regular hourly rate for all such hours worked including but not limited to the outside activities and callback time referenced in Article 4, and the off-duty ambulance calls/standby time referenced in Article 7.

Additionally, for overtime pay purposes, the parties acknowledge that the City has designated a twenty-one (21) day work period pursuant to Section 207-k of the Fair Labor Standards Act (FLSA) for the purpose of determining eligibility for statutory FLSA overtime pay.

Each type of compensation described in this Agreement shall be considered and computed separately with the understanding that there shall be no pyramiding or compounding of overtime/premium pay. In other words, compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

4-7 Only personnel holding at minimum, Essentials of Firefighting can be used for stand-by at the Fire Station.

ARTICLE V

VACATIONS

5-1 New employees hired between January 1st and April 30th shall receive one week paid vacation for that calendar year.

5-2 A member upon completion of one (1) year of service shall receive two (2) week's vacation with pay.

5-3 A member upon completion of five (5) years of service shall receive three weeks' vacation with pay.

5-4 A member upon completion of ten (10) years of service shall earn four (4) week's vacation with pay.

- 5-5 A member upon completion of fifteen (15) years of service shall receive five (5) weeks' vacation with pay.
- 5-6 Vacation accruals must be used within one (1) year after accrual and may not be carried over to subsequent years, unless the employee's vacation request has been denied by the Chief.
- 5-7 Vacation time may be sold back to the City as follows: A maximum of two (2) weeks may be sold back at the respective employee's hourly rate, to be paid at the employee's request and by separate check. The Fire Chief must be notified of all sell back time by September 30th of the year in which the employee wishes to sell back said vacation and by Monday of the pay before the employee wants the check issued.

ARTICLE VI.

SICK LEAVE

- 6-1 Sick leave shall be defined as:
- Sick leave is for sickness, sufficient to confine an employee to home, or to an area where the employee can be reached, except for doctor's visits. Sick leave may also be used for illness to a spouse or child sufficient to require the employee to remain at home except to take a spouse or child to the doctor. The Chief may require a physician's certificate for any absence of more than two (2) consecutive 24 hour shifts.
- 6-2 A member may accumulate 190 sick days at a rate of twenty-four (24) hours per month, with pay, and can be used for sick leave at any time the member is sick or disabled.
- 6-3 A. There shall be paid thirty (30) days paid hospitalization for every day of accumulated sick leave for any employee and his dependents providing, however, that the City's liability shall not exceed 30% of the cost or \$100. For employees retiring after January 1, 1995, the City shall contribute 50% of the cost of the health insurance premium.
- B. Or the member may opt to take a cash settlement based on \$100 per day times the total number of sick days accumulated up to the maximum of 190 days, payable upon retirement. A member opting to take the cash settlement will notify the City by February 1 of the year they intend to retire.
- C. As of 1/1/2011 any employee with 25 years of service and 216 sick days accumulated may opt to use two sick days per month to have his health insurance paid in full by the City
- 6-4 Where a member, because of sickness or disability, is required to remain away from duty beyond his/her sick leave allowance, the Department Head may petition the City for additional sick leave for a period deemed proper and equitable but under no circumstances shall this extension exceed 18 months.

- 6-5 **Sick Leave Bank.** A Sick Leave Bank shall be maintained. Each participating member shall contribute three (3) sick days to the Bank. This shall be VOLUNTARY. Records will be kept and the Sick Leave Bank will be administered SOLELY by the duly elected officers of the Association. This Bank will only be used when a member's own sick days are exhausted AND any extensions of sick leave granted by the City have expired. If a member is not a participant, that member MAY NOT draw from the bank.
- 6-6 **Withdrawal from Sick Leave Bank –** Upon a participating member's retirement, or at any time, that member may withdraw their days from the Bank and have them added to their total of accumulated sick days. Only the existing number of days for that member may be withdrawn.
- 6-7 **The City shall pay on the last day of the year to within ten (10) days of the new year, the sum of \$400 to each employee who uses two (2) or less sick days per year, provided the said employee is at the maximum accrual of sick days, which currently is one hundred and ninety (190) twenty-four (24) hour days, per the current collective bargaining agreement.**

ARTICLE VII

AMBULANCE SERVICE

- 7-1 **Employees shall be paid at time and one-half their appropriate hourly rate, per hour, for each off-duty ambulance call and standbys.**
- 7-2 **The City agrees to provide a malpractice insurance policy in the amount of at least one million dollars (\$1,000,000) for ambulance attendants, if such a policy is available to the City at a reasonable cost.**

ARTICLE VIII

HEALTH AND LIFE INSURANCE

- 8-1 **The City agrees to furnish each member and their dependents with Blue Cross Hospital, Surgical and Major Medical Health Insurance, including optometric and dental coverage as provided in said plan. Members of the Association or dependents are also entitled to \$200 per year total for eyeglasses. Total reimbursement will not exceed \$200 per year per family. Employees will submit receipts for such and be reimbursed by the City. The Employer may change the health carrier or method of providing health insurance within thirty (30) days notice to the Union, and if benefits are comparable or better.**
- 8-2 **A member shall have the option to drop out of the City's Health Insurance Plan if their spouse has better coverage. The member opting to do so will receive one-half (1/2) the amount that the City pays each month for the member's Health Plan on a monthly basis, equally distributed bi-weekly, and may re-enter following established procedures.**

8-3 Life Insurance amounts to \$15,000.00 plus an additional \$15,000.00 for accidental death and dismemberment for the member, plus \$5,000.00 for the death of a spouse and \$1,500.00 for each additional child from birth to six months, and \$5,000.00 from the age of six months to the maximum age allowed for coverage. Upon attaining age 70, policy amount decreases from \$15,000 to \$7,500.

8-4 The City agrees to furnish each member and their dependents with a dental insurance plan as in 1995 at no cost to the member.

8-5 Effective January 1, 2007, Health Insurance contributions will be as follows:

All employees hired before January 1, 1995, shall contribute to their Health Insurance premiums as follows:

2011 - 2013 \$380.00 for single coverage, \$565.00 for family coverage

All employees hired after January 1, 1995, shall contribute to their Health Insurance premiums as follows:

2011 - 2013 \$745.00 for single coverage, \$1,520.00 for family coverage

As of January 1, 1999, a Flex Plan (Section 125) will be put into effect for health related benefits only.

Any employee hired after 1/1/2006 will pay fifteen (15) percent of their health insurance as of 1/1/2011. As of 1/1/2012 they will pay eighteen (18) percent of their health insurance. Any employee hired after 1/1/2011 will pay twenty (20) percent of their health insurance.

8-6 The employee, upon retirement, shall have the option of retaining his/her life insurance policy presently carried by the City at the employee's expense.

ARTICLE IX CLOTHING ALLOWANCE

9-1 The City agrees to reimburse the employees in the amount of \$700.00 payable in a separate check with no taxes taken out on the first payday in October 2009. The City further agrees to reimburse the employees in the amount of \$700.00 in a separate check with no taxes taken out on the first payday in October 2010.

9-2 The clothing must be purchased by October 1st of each year.

9-3 The clothing will be designated by the Police and Fire Board. The Association, however, shall have the right to designate where the purchase is to be made.

9-4 The City agrees to purchase an extra set of turnout gear for each regular man at the rate of 3 sets per year until each man has 2 sets.

ARTICLE X

RETIREMENT PLAN

- 10-1** All members who are represented by this Association shall be allowed the privilege of participating in the New York State Employee’s Retirement Plan, Section 375-1 (25 year, ½ pay). The cost of this plan shall be paid fully for each member by the City of Little Falls, New York.
- 10-2** Effective January 1, 1994, all members who are represented by this Association shall be allowed the privilege of participating in the New York State Employee’s Retirement Plan, Section 384-D (20 year retirement). The cost of this plan shall be paid fully for each member by the City of Little Falls, New York.

ARTICLE XI

SALARIES

- 11-1** When any member of the unit is assigned by a competent authority to “work out of title” to a higher rank, he/she shall be compensated for working in that position for the time worked, on a per diem basis which shall reflect the difference between his/her regular salary and that which he/she would receive if promoted to the higher title.
- 11-2** Working out of title assignment (senior member) shall be determined by use of an existing Civil Service eligibility list for 2nd Assistant Fire Chief. The “senior member” will be chosen by the Fire Chief, from the top 3 positions on the eligibility list, as if being promoted to 2nd Assistant Fire Chief. If there is no list available, then the decision will be left to the Fire Chief’s discretion.
- 11-3** The salaries, reflecting a 3% plus \$.14/hour increase, payable by position for 2009 are listed as follows:

	<u>BI-WEEKLY (80 HRS)</u>	<u>HOURLY</u>	<u>OVERTIME</u>
SA	\$1,462.88	\$17.84	\$26.76
FF3	\$1,332.50	\$16.25	\$24.38
FF2	\$1,229.18	\$14.99	\$22.49
FF1	\$1,134.88	\$13.84	\$20.76
FFR	\$1,091.42	\$13.31	\$19.97

The salaries, reflecting a 3 ½ %increase, payable by position effective January 1, 2012 through December 31, 2012 are listed as follows:

	<u>BI-WEEKLY (80 HRS)</u>	<u>HOURLY</u>	<u>OVERTIME</u>
SA	\$1,513.72	\$18.46	\$27.69
FF3	\$1,379.24	\$16.82	\$25.23
FF2	\$1,271.82	\$15.51	\$23.27
FF1	\$1,174.24	\$14.32	\$21.48
FFR	\$1,129.96	\$13.78	\$20.67

The salaries, reflecting a 3 ½% increase, payable by position effective January 1, 2013 through December 31, 2013 are listed as follows.

	<u>BI – WEEKLY (82 HRS)</u>	<u>HOURLY</u>	<u>OVERTIME</u>
SA	\$1,567.02	\$19.11	\$28.67
FF3	\$1,427.62	\$17.41	\$26.12
FF2	\$1,316.10	\$16.05	\$24.08
FF1	\$1,218.06	\$14.83	\$22.25
FFR	\$1,169.32	\$14.26	\$21.39

*The parties acknowledge that the basic work week, used to determine the employees' regularly scheduled 24-hour tours of duty, shall be increased from 40 hours per week to 41 hours per week effective July 18, 2010 (i.e., the beginning of the first full payroll period following the Common Council's July 13, 2010 ratification of this Agreement). Accordingly, the "bi-weekly" column shall be adjusted effective July 18, 2010 to reflect the increase in the basic work week from 40 hours per week to 41 hours per week.

NOTE: THE 1ST ASSISTANT CHIEF'S POSITION IS CURRENTLY NOT FILLED. SHOULD THAT POSITION BE FILLED DURING THE COURSE OF THIS CONTRACT, THE SALARY WILL BE NEGOTIATED. THE FIREFIGHTER RECRUIT (FFR) STEP IS ADDED AS OF 01/01/01. THE STEPS ARE AS FOLLOWS:

FFR – DATE OF HIRE 1 YEAR

FF1 – OVER 1 YEAR TO 2 YEARS

FF2 – OVER 2 YEARS TO 3 YEARS

FF3 – OVER 3 YEARS

11-4 Overtime shifts worked (sickness, call back) shall be paid each pay period subject, however, to the City’s need to calculate the FLSA overtime pay based upon the FLSA Section 207-k designated twenty-one (21) day work period referenced in Article 4-6 of this Agreement.

ARTICLE XII SENIORITY

12-1 In addition to the annual salary as hereinbefore designated, all members shall receive a seniority increment upon the completion of the appropriate number of years of service as follows:

Upon completion of:

5 to 10 years of service	\$500.00
11 to 14 years of service	\$800.00
15 to 19 years of service	\$1,000.00
20 years of service plus	\$1,200.00

Effective January 1, 2010, the aforesaid longevity schedule shall be modified as follows:

Upon completion of:

5 to 10 years of service	\$600.00
11 to 14 years of service	\$900.00
15 to 19 years of service	\$1,100.00
20 to 24 years of service	\$1,300.00
25 years of service plus	\$1,500.00

Amount to be payable in full, by separate check, on the last pay period in November, or previous to retirement.

ARTICLE XIII RELEASE TIME

13-1 The City shall grant release time to two (2) members of the Association who are designated by the Association as delegates for the purpose of attending the New York State Firefighters Annual Convention. This release time is not to exceed two (2), twenty four (24) hour days for each member and these days will count as days worked for the member.

- 13-2** The City will pay one hundred dollars (\$100.00) to each delegate for convention expenses.
- 13-3** Bereavement leave will be granted for three (3) scheduled work days that occur between the day of the death up to and including the day of the funeral for the purposes of attending the wake and/or funeral services for the death of the member’s father, mother, sister, brother, wife, child, father-in-law, mother – in- law, grandfather, grandmother, foster or step-parent, or any relative that lives with a member.
- 13-4** In addition, members shall be entitled to a total of three (3) days (72 hours) to be used as “personal days” which may be taken by the member on 24 hours notice, provided, in the Chief’s discretion, he/she is able to secure another firefighter to fill in for the member making the request. These days may be taken as 24-hour days or 12-hour days, at the members’ discretion. Personal time must be taken prior to December 1st of each year.
- 13-5** Personal leave will not be used for purposes associated with a second occupation.

ARTICLE XIV

DISPUTES OR GRIEVANCES

- 14-1** Definition: A “grievance” is an alleged violation of this Agreement or any dispute with respect to its meaning or application.
- 14-2** Submission of Grievances: Before submission of a written grievance, the aggrieved party must attempt to resolve it informally.

ARTICLE XV

GRIEVANCE PROCEDURE

- 15-1** A. Grievance Steps: In the event of a dispute between the parties of this Agreement involving the interpretation or application of any provisions of this Agreement, either party shall have the right to resolve the dispute in the following manner:

Step 1: Any members with a grievance should first try to solve said grievance between themselves.

Step 2: If the problem cannot be solved by parties involved, the grievance should be taken to an officer in writing.

Step 3: If the officer cannot solve the problem, the members shall take the grievance to the Chief.

Step 4: If the Chief cannot solve the problem, he/she shall direct the parties involved to go to the Board of Fire and Police.

Step 5: After all steps above have been followed, the grievance shall go to the Arbitration Procedure. At any time during this Grievance Procedure, the Party (s) may request a Union Representative. Any final decision made at any time during this procedure (Steps 2, 3, 4, and 5) shall be placed in writing and a copy given to all involved.

Step 6: ARBITRATION PROCEDURE

The Arbitration proceedings for the grievance shall be conducted by an arbitrator to be selected by the Employer and the Union within fourteen (14) calendar days after notice requesting arbitration has been given. If the parties fail to mutually agree upon an arbitrator, either party must request PERB to render such assistance as is provided in PERB's rules and regulations.

Step 7: Expenses for the arbitrator's service and the proceedings shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own witnesses. If either party desires a transcript of the proceedings, it may cause the transcript to be made, providing it pays for transcript and makes a copy available without charge to the arbitrator.

Step 8: ARBITRATION

The Arbitrator's decision will be in writing and will set forth his findings, reasoning, and conclusions on the issues submitted. The Arbitrator will be without power or authority to make any decision, which requires the commission of an act prohibited by law or which is in violation of their terms of this Agreement. The Arbitrator shall have no power to alter, add to or detract from the provisions of this Agreement. The decision of the Arbitrator will be advisory only.

B. Any grievance or complaint made by a source outside the Fire Department shall be identified to all parties involved. Anonymous complaints or grievances will not be recognized.

ARTICLE XVI

EDUCATION

16-1 The City agrees to pay tuition and material for any member who successfully completes and educational courses approved by the Fire Chief and Police and Fire Board.

- a. Work will be scheduled to accommodate the member who is attending school whenever possible.**
- b. All members holding current E.M.T. cards will be paid a separate check for the last pay period in November in the amount of:**

2007

E.M.T. Basic	\$1,500.00
E.M.T. Critical Care	\$3,200.00
Paramedic	\$3,600.00

- c. In order for any member to receive the E.M.T. bonus, he/she must make a minimum of twenty (20) ambulance calls per calendar year, on or off duty, and he/she must be the E.M.T. of record on each call.
- d. E.M.T. bonus will be pro-rated to reflect the number of months during the year that the member held a valid card (e.g., Members card valid from January to June – 6 months – entitled to ½ of bonus).
- e. All employees obtaining or holding a college degree in Fire Science or Fire Technology, shall receive for each degree, payable in a separate check in June of each year, the following bonus:

Associates Degree	\$300.00
Bachelors Degree	\$400.00
Masters Degree	\$500.00

Said degrees will be reviewed by the Fire Chief and/or the Board of Fire and Police, to determine eligibility for said Bonus.

- 16-2 Firefighters who attend monthly fire training sessions will be paid the equivalent of two (2) hours of their hourly rate per month. The training officer shall keep a roster of the attendance, and the training officer, together with the Fire Chief, will sign the voucher for payment. Training will be held the third Tuesday of every month.
- 16-3 When a firefighter must take training sessions scheduled while the firefighter is on duty, the Chief, at his option, may substitute for the employee, or may call in another member of the Little Falls Firefighters Association, to substitute for the employee. This provision shall apply to all E.M.T. courses, or other schooling agreed to by the Chief.
- 16-4 All new Firefighters hired shall attend Montour Falls or other equivalent schooling to receive the required 240 hours of initial training. The cost of this schooling shall be borne by the City, but shall not exceed \$750.00
- 16-5 Effective 1/1/2006: If a Firefighter fails to take his or her basic E.M.T. certification when it comes due, he or she will be granted 90 days for retesting for certification only.

ARTICLE XVII

PERIOD OF AGREEMENT

- 17-1** This Agreement will remain in full force and effect to all its terms and conditions until December 31, 2013. However, if on January 1, 2014, no new Agreement has been executed between the Employer and the Association, the parties agree that all of the terms, provisions and benefits of the Agreement will remain in effect until a new Agreement has been executed retroactive to the extent permitted by law as of January 1, 2005.
- 17-2** Both parties agree to meet thirty (30) days before the termination of existing contract. Parties will have opening proposals on the negotiating table at this time.

ARTICLE XVIII

AGENCY SHOP

- 18-1** The City has recognized the International Association of Firefighters Local #2966 as the bargaining agent for the Little Falls Fire Department, under the Public Employees' Fair Employment Act of 1967, also known as the Taylor Law, and further this Agreement reached by the duly appointed representatives of the Association shall meet the requirements as prescribed by said law.
- 18-2** Any present or future employee who is not a member of the Association shall pay to the Association a service charge as a contribution toward the cost of litigation and arbitration. This charge will be deducted from the payroll by the City and shall be an amount equivalent to the amount deducted from the Association members for such costs and forwarded by the Association.
- 18-3** The Union hereby agrees to indemnify the City and hold harmless the City regarding any claims and suits pertaining to Agency Shop deductions. This includes legal fees and other expenses and costs incurred in defending such claims and suits in any forum, and any judgments or awards resulting there from.

18-4 IMPACT

Before the Police and Fire Board knowingly adopts a change in policy not covered by this Agreement, but which affects the Paid Firefighters terms and conditions of employment, the Vice President will notify the Firefighters in writing that it is considering such a change. The Firefighters will have this right to discuss with the Board provided it files such a request with it within ten (10) days after receipt of said notice.

All general and special orders shall be followed by a written order within seventy-two (72) hours to remain effective and also with proper authorized signatures. It shall be placed on station bulletin boards for a period of not less than thirty (30) days.

ARTICLE XIX

WORK SCHEDULES

19-1 Work schedules shall be determined by the Chief and shall be in place by the 10th of the previous month. Schedule changes that occur after the 15th of the month require the employee to be notified.

ARTICLE XX PHYSICAL EXAMINATIONS

20-1 Every Firefighter shall be required to undergo a yearly physical examination paid for by the City.

ARTICLE XXI PAYROLL DEDUCTIONS

21-1 Effective upon execution of this Agreement, the City will, upon the written authorization of employees, honor Payroll Deduction requests.

ARTICLE XXII INVALIDITY

22-1 In the event that any portion of this Agreement shall be declared invalid or illegal, the remainder of this Agreement shall remain in full force and effect.

ARTICLE XXIII LEGISLATIVE ACTION

23-1 Pursuant to Section 204-a of the Civil Service Law of the State of New York, the following language is hereby incorporated into the Agreement:

“IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.”

ARTICLE XXIV MILEAGE

24-1 Mileage for official travel will be the rate set by the City

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by duly authorized representatives the day and year first written above.

CITY OF LITTLE FALLS

BY: _____

Mayor

BY: _____

Chairman – Finance

BY: _____

Finance Committee

BY: _____

Finance Committee

LITTLE FALLS PAID FIREFIGHTERS NEGOTIATING COMMITTEE

BY: _____

BY: _____

BY: _____

ATTEST:

CITY CLERK