

12/31/97

MADISON FIREFIGHTER ASSOCIATION, INC.

4008 S. ADRIAN HWY.
ADRIAN, MICH. 49221
517-263-9313



WORKING AGREEMENT BETWEEN MADISON TOWNSHIP BOARD AND MADISON FIREFIGHTERS ASSOCIATION, INC. EFFECTIVE DATES: JANUARY 1, 1995 through DECEMBER 31, 1995

1. The Fire Department roster to consist of a total number of authorized Firefighters without any breakdown as to Regular or Probationary Firefighters. When an applicant is accepted on the Fire Department roster, he/she will be asked to attend the next regular monthly meeting of the Township Board to be introduced to the Township Board members. The Association agrees to abide by the guidelines set forth by the Township Personnel Committee for the hiring of new employees.
2. Response Times - Firefighters reporting within 15 minutes after an alarm is sounded shall receive payment that begins with the time of the alarm. Firefighters reporting after the 15 minute time frame may receive payment that begins with the time they reported provided the Officer-In-Charge deems that the help is still needed. Officers shall act based on guidelines set forth by the Fire Chief when making this decision.
3. Payment - The first month of each calendar quarter, the Fire Chief shall submit to the Township Clerk, each Firefighter's total hours for the previous calendar quarter. The Township Clerk shall submit said hours at that month's regular Board meeting for approval. Payment to be made at that meeting.
4. Dues and Memberships - The Township Board to pay annual dues and memberships to the National Fire Protection Assoc., Michigan State Firemen's Assoc. and the Lenawee County Firefighters and EMS Assoc., and magazine subscriptions to Fire House and JEMS.
5. Training Sessions - Firefighters to be paid for their training sessions that they attend. Per hour pay to be in accordance with the wages set forth in this agreement.
6. Training Courses - The Township to pay for fire, rescue, EMS and associated courses that the Firefighters are required to take. This to include registration fees, training manuals and travel expenses if necessary.
7. Insurance - The Township to pay for all insurance premiums for the Firefighters' Accidental Death and Dismemberment Policy.

Madison Township

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY



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8. Uniforms - The Township to furnish one complete dress uniform for each Firefighter hired after January 1, 1990. Uniforms shall not be issued until the Firefighter has completed his/her 1 year of probation and obtained the required Firefighter I and Emergency Medical training. Uniforms shall be issued within 1 year after meeting the above listed conditions. Upon termination of employment, the Firefighter shall return the complete dress uniform to the Fire Chief.
9. EMS Continuing Education - State Licensed EMS personnel to be paid for the Continuing Education Credit Courses they attend to renew their State Licenses including registrations fees and relicensure fees. This shall apply to Medical First Responders, Basic EMT, EMT Specialist and EMT Paramedic. Once the EMS personnel has accumulated the necessary credits to renew his/her license, additional courses shall not be reimbursed.
10. Ambulance Calls - The Township to pay \$10.00 per call to be given to the Madison Firefighters Association, Inc.
11. Wages - The hourly rate shall be \$10.00 for Regular Firefighters and \$7.50 for Probationary Firefighters. This to apply to all calls including Fire, Rescue, Ambulance, Mutual Aid, Weather Watches and Air Truck. This rate shall also apply to Training Sessions and EMS Continuing Education Courses.
12. Conditions - Firefighters to be paid a minimum of 1 hour on each call and then for each 15 minute time period in succession to the first hour based on the hourly rate. When multiple calls occur in succession and overlap, pay shall be treated as a continuance of the first hour.
Firefighters to remain on the scene or at the station until they are released by the Officer-In-Charge. Firefighters not abiding with this provision may be subject to forfeiture of their pay for that call.
Personnel to be paid on weather watches only when requested to respond by the Officer-In-Charge.
The Township to pay 1 person only on responses of the Lenawee County Air Truck as per the agreement between the Lenawee County Fire Chief's Association and the Madison Twp. Fire Dept.



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This agreement to automatically renew on January 1, 1996. Any changes in this agreement, by either party, shall be made only after the other party has received written notification at least 60 days prior to the expiration date. If any negotiations to change any part of this agreement are conducted, this present agreement shall remain in force until such time a new contract is agreed upon and signed by the parties to the contract.

This agreement accepted on MAY 9 19 95.

Theodore Dusseau
Theodore Dusseau

Township Supervisor

Douglas Betz
Douglas Betz

Fire Chief

Michael Staudinger
Michael Staudinger

President
Madison Firefighters Assoc.