

MEMORANDUM OF AGREEMENT
between the
TOWNSHIP OF UNION
and
LOCAL NO. 46
FIREFIGHTERS MUTUAL BENEVOLENT ASSOCIATION

The negotiators for the above-captioned parties hereby agree to the following changes to the January 1, 2019 through December 31, 2022 Collective Negotiations Agreement, subject to the ratification of their respective bodies:

1. Duration: January 1, 2023 through December 31, 2027.
2. Salaries – Appendix A of the Collective Negotiations Agreement (attached hereto)

shall be revised to provide across the board salary increases as follows:

January 1, 2023 – 2.5%

January 1, 2024 – 3.0%

January 1, 2025 – 3.25%

January 1, 2026 – 3.5%

January 1, 2027 – 3.5%

3. Ambulance Stipend – Effective January 1, 2023, the \$60 per day stipend for ambulance duties shall be eliminated.

4. First Responder Pay – Effective January 1, 2023, a \$750 First Responder pay shall be included in pensionable base pay to be paid in equal bi-weekly installments and reflected in the salary guide.

5. Effective January 1, 2023, Juneteenth shall be recognized as a holiday. The value of the Juneteenth holiday (8 hours at straight time) shall be included in pensionable base pay to be paid in equal bi-weekly installments and reflected in the salary guide. Juneteenth shall be added to the list of paid holidays in Article XI, Section C.

6. Article XIII, Insurance, Section A.

A. Except as provided in Paragraphs B and K herein, the Township shall provide the following group Health Insurance coverage for all active and retired officers (after 25 years of service) and all eligible dependents as defined in the policies of insurance:

- a. Basic medical with coverage at least equal to or better than that which has heretofore been in effect, subject to Paragraph K.
- b. Major medical with coverage at least equal to or better than that which has heretofore been in effect, subject to Paragraph K.
- c. Dental with coverage at least equal to or better than that which has heretofore been in effect with a \$1,500.00 limit.
- d. Prescription with coverage at least equal to that which has heretofore been in effect.

Effective January 1, 2020, the health insurance plan provided by the Township, including the prescription plan, will be the New Jersey State Health Benefits Direct 15 Plan. Effective March 1, 2023 the health insurance plan provided by the Township will be the Aetna choice POS2 Open Access Plan.

The prescription plan shall be the Direct 15 Prescription Drug Plan for Local Government Employees. Effective March 1, 2023 the prescription plan shall be the CVS Caremark Prescription Plan.

Active employees shall contribute to the cost of their Medical and Prescription coverage pursuant to the Tier IV contribution rates set forth in the schedule established by P.L. 2011, Ch. 78.

If there are any future changes to health benefits, the standard shall be that the new plan must be equal to or better than the Aetna choice POS2 Open Access Plan for the year 2023. Therefore, any change from the current benefits which are in effect when the Plans commence

must be equal to or better than those previously provided by the Aetna choice POS2 Open Access Plan as of 2023.

For those employees hired before May 21, 2010, the Township shall pay the full cost for health insurance coverage described above for Officers who retire with twenty-five (25) years or more credited services in the PFRS or who are on an approved disability retirement as provided by statutes and regulations of the New Jersey Division of Pensions. Officers hired on or after May 21, 2010, who retire with 25 or more years of credited service in the PFRS and/or PERS, shall receive health insurance as described above, but they shall contribute 1.5% of their monthly retirement allowance, including any cost of living increases, towards the insurance premium.

7. Article XXVII Sick Leave

Revise K as follows:

K. Sick Leave Incentive

- a. Any employee not using sick leave for a full calendar year may receive compensation in the first payroll of the next year in any amount equal to forty-two (42) hours pay, such employee shall have forty-two (42) hours deducted from his or her sick leave for that year and may have the balance of his or her sick leave for the year accumulate.
- b. Any employee utilizing the equivalent in hours of one or less of his or her sick days for a full calendar year may receive compensation in the first payroll of the next year in an amount equal to forty-two (42) hours pay less the time used, such employee shall have the number of hours paid deducted from his or her sick leave for the year and may have the balance of his or her sick leave for the calendar year accumulated.

Pursuant to N.J.S.A. 11A:6-19.2, employees hired on or after May 21, 2010 are not eligible for the sick leave incentive

8. The following modification shall be added to Article XXVIII, Section N, in the successor collective negotiations agreement:

At the sole discretion of the Chief, a member who is also the State FMBA president may be assigned an administrative position so as to enable the member to be on leave to perform the duties and functions of said State Office. The member shall notify the Chief or designee as to when the member is carrying out the business of said State Office during on-duty time. A member assigned to this administrative position the member shall receive pensionable compensation and benefits equal to the rank of administrative fire captain at top pay. While assigned to this administrative position, the member shall not be eligible for overtime. If the member vacates the negotiations unit, this provision shall no longer be applicable.

9. As per the August 24, 2021 Addendum, a copy of which is attached, modify Article XXV, Seniority, Paragraph C to add "Effective July 1, 2021, only prior uniformed service with another career fire department, covered by N.J.S.A. 40A:14-7, shall be considered in determining salaries, longevity, pension benefits and retirement benefits under this Paragraph and initial salary placement shall be no higher than Firefighter 3rd Class."

10. All terms of the existing January 1, 2019 through December 31, 2022 Collective Negotiations Agreement shall remain in full force and effect, except as modified herein.

11. The parties shall mutually create and agree upon a successor collective negotiations agreement incorporating the terms contained herein and updating any obsolete language.

For the Township of Union:



Don Travisano, Township Administrator

Date: 2/28/23

For FMBA Local 46:

 President

Edwin Donnelly, FMBA 46 President

Date: 2/28/23

10 Step Salary Guide for Officers Hired After March 31, 2013										
	1/1/2022	(2022 Base/2080 Hourly	Base * 8 hours or Base/26 pays/10 days Juneteenth added to base	First Responder Stipend	New 2022 Base	1/1/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
Shift										
FF 1st Class	\$ 112,166.00	\$ 53.93	\$ 431.41	\$ 750.00	\$ 113,347	\$ 116,181.09	\$ 119,667.00	\$ 123,556.00	\$ 127,880.00	\$ 132,356.00
FF 2nd Class	\$ 100,062.00	\$ 48.11	\$ 384.85	\$ 750.00	\$ 101,197	\$ 103,726.78	\$ 106,839.00	\$ 110,311.00	\$ 114,172.00	\$ 118,168.00
FF 3rd Class	\$ 93,643.00	\$ 45.02	\$ 360.17	\$ 750.00	\$ 94,753	\$ 97,121.99	\$ 100,036.00	\$ 103,287.00	\$ 106,902.00	\$ 110,644.00
FF 4th Class	\$ 87,229.00	\$ 41.94	\$ 335.50	\$ 750.00	\$ 88,314	\$ 90,522.36	\$ 93,238.00	\$ 96,268.00	\$ 99,637.00	\$ 103,124.00
FF 5th Class	\$ 80,812.00	\$ 38.85	\$ 310.82	\$ 750.00	\$ 81,873	\$ 83,919.84	\$ 86,437.00	\$ 89,246.00	\$ 92,370.00	\$ 95,603.00
FF 6th Class	\$ 74,396.00	\$ 35.77	\$ 286.14	\$ 750.00	\$ 75,432	\$ 77,317.94	\$ 79,637.00	\$ 82,225.00	\$ 85,103.00	\$ 88,082.00
FF 7th Class	\$ 67,979.00	\$ 32.68	\$ 261.46	\$ 750.00	\$ 68,990	\$ 70,715.22	\$ 72,837.00	\$ 75,204.00	\$ 77,836.00	\$ 80,560.00
FF 8th Class	\$ 61,565.00	\$ 29.60	\$ 236.79	\$ 750.00	\$ 62,552	\$ 64,115.58	\$ 66,039.00	\$ 68,185.00	\$ 70,571.00	\$ 73,041.00
FF 9th Class	\$ 55,147.00	\$ 26.51	\$ 212.10	\$ 750.00	\$ 56,109	\$ 57,511.83	\$ 59,237.00	\$ 61,162.00	\$ 63,303.00	\$ 65,519.00
FF 10th Class	\$ 48,731.00	\$ 23.43	\$ 187.43	\$ 750.00	\$ 49,668	\$ 50,910.14	\$ 52,437.00	\$ 54,141.00	\$ 56,036.00	\$ 57,997.00
Training	\$ 39,048.00	\$ 18.77	\$ 150.18	\$ 750.00	\$ 39,948	\$ 40,946.89	\$ 42,175.00	\$ 43,546.00	\$ 45,070.00	\$ 46,647.00
8 Step Salary Guide for Officers Hired Before March 31, 2013										
	1/1/2022	(2022 Base/2080 Hourly	Base * 8 hours or Base/26 pays/10 days Juneteenth added to base	First Responder Stipend		1/1/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
Shift										
FF 1st Class	\$ 112,166.00	\$ 53.93	\$ 431.41	\$ 750.00	\$ 113,347	\$ 116,181.09	\$ 119,667.00	\$ 123,556.00	\$ 127,880.00	\$ 132,356.00
FF 2nd Class	\$ 95,605.00	\$ 45.96	\$ 367.71	\$ 750.00	\$ 96,723	\$ 99,140.78	\$ 102,115.00	\$ 105,434.00	\$ 109,124.00	\$ 112,943.00
FF 3rd Class	\$ 88,409.00	\$ 42.50	\$ 340.03	\$ 750.00	\$ 89,499	\$ 91,736.51	\$ 94,489.00	\$ 97,560.00	\$ 100,975.00	\$ 104,509.00
FF 4th Class	\$ 81,214.00	\$ 39.05	\$ 312.36	\$ 750.00	\$ 82,276	\$ 84,333.27	\$ 86,863.00	\$ 89,686.00	\$ 92,825.00	\$ 96,074.00
FF 5th Class	\$ 74,011.00	\$ 35.58	\$ 284.66	\$ 750.00	\$ 75,046	\$ 76,921.80	\$ 79,229.00	\$ 81,804.00	\$ 84,667.00	\$ 87,630.00
FF 6th Class	\$ 66,815.00	\$ 32.12	\$ 256.98	\$ 750.00	\$ 67,822	\$ 69,517.53	\$ 71,603.00	\$ 73,930.00	\$ 76,518.00	\$ 79,196.00
FF 7th Class	\$ 57,170.00	\$ 27.49	\$ 219.88	\$ 750.00	\$ 58,140	\$ 59,593.38	\$ 61,381.00	\$ 63,376.00	\$ 65,594.00	\$ 67,890.00
FF 8th Class	\$ 48,731.00	\$ 23.43	\$ 187.43	\$ 750.00	\$ 49,668	\$ 50,910.14	\$ 52,437.00	\$ 54,141.00	\$ 56,036.00	\$ 57,997.00
Training	\$ 39,048.00	\$ 18.77	\$ 150.18	\$ 750.00	\$ 39,948	\$ 40,946.89	\$ 42,175.00	\$ 43,546.00	\$ 45,070.00	\$ 46,647.00