

MEMORANDUM OF AGREEMENT
between the
TOWNSHIP OF UNION
and
FMBA LOCAL NO. 246
FIRE SUPERIOR OFFICERS 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 – Schedule 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 IX, Section C.

6. Article XIII, Insurance, Section A.

Revise Section A as follows:

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 twenty-five (25) years of service) and the eligible dependents as defined in the policies of insurance:

1. Basic Medical with coverage at least equal to or better than that which has heretofore been in effect, subject to paragraph K.
2. Major medical with coverage at least equal to or better than that which has heretofore been in effect, subject to paragraph K.
3. Dental with coverage at least equal to or better than that which has heretofore been in effect with a \$1,500.00 limit.
4. Prescription with coverage at least equal to or better than 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. 2001, 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 State Health Benefits Plan Direct 15 Plan for the year 2020. 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 in the SHBP Direct 15 as of 2020.

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 and/or PERS, 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 XXIV Sick Leave

8. Revised 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-employees hired on or after May 21, 2010 are not eligible for the sick leave incentive.

9. Effective January 1, 2023, the rank of Lieutenant shall be changed to the rank of Captain. The rank of Captain shall be the first level supervisor. The salary progression schedule in Schedule A (attached) shall continue with the rank of Lieutenant being replaced by the rank of Captain and all current Lieutenants shall be inserted into the new Schedule A as Captains at the appropriate step. The new Schedule A shall have 5 steps for Captain. The base salary for Captain in the prior Schedule A shall be top pay Captain's pay (now Captain 5th Year) in the new Schedule A and all Captains shall progress on the salary schedule in accordance with practice. Except for the wage increases set forth herein, there shall be no change in compensation by reason of this change in title.

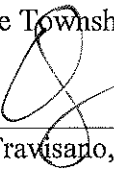
10. All terms of the existing January 1, 2019 through December 31, 2022 Collective Negotiations Agreement shall remain in full force and effect, except as modified herein.

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

Signatures on Next Page

SIGNATURE PAGE

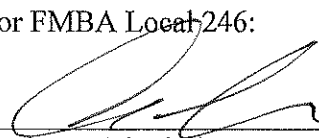
For the Township of Union:



Don Travisano, Township Administrator

Date: 2/28/23

For FMBA Local 246:



Anthony Schmidtberg, FMBA 246 President

Date: 2/28/23

SIDEBAR AGREEMENT

between the

TOWNSHIP OF UNION

and

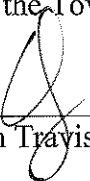
FMBA LOCAL NO. 246

FIRE SUPERIOR OFFICERS ASSOCIATION

Notwithstanding Paragraph 6 in the attached Memorandum of Agreement covering the period January 1, 2023 through December 31, 2027, the Township and FMBA 246 agree as follows:

1. There are 5 former Lieutenants (now Captains) who shall move to the next step on the salary progression schedule, Schedule A (attached), on January 1, 2024 and not on their anniversary date in 2023. They are Frank Manzo, Helmut Krauth, William Votapek, Edwin Donnelly and Daniel Roman. After January 1, 2024, future step movement shall occur on their anniversary date.
2. No former Lieutenant (now Captain) can attain the step of Captain 4th Year on Schedule A until January 1, 2024 and thereafter.

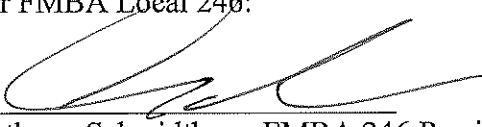
For the Township of Union:



Don Travisano, Township Administrator

Date: 2/28/23

For FMBA Local 246:



Anthony Schmidtberg, FMBA 246 President

Date: 2/28/23

FMBA Superior Officers												
	1/1/2022	(2022 Base/2080)			Base * 8 hours or Base/26 pays/10 days			1/1/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
		2022 Hourly			Juneteenth added to base			2.50%	3.00%	3.25%	3.50%	3.50%
Shift												
Battalion Chief	\$ 154,771.00	\$ 74.41	\$ 595.27	\$ 750.00	\$ 156,116	\$ 160,019.18	\$ 164,820.00	\$ 170,177.00	\$ 176,133.00	\$ 182,298.00		
Captain 5th Year	\$ 144,969.00	\$ 69.70	\$ 557.57	\$ 750.00	\$ 146,277	\$ 149,933.49	\$ 154,431.00	\$ 159,450.00	\$ 165,031.00	\$ 170,807.00		
Captain 4th Year	\$ 140,041.00	\$ 67.33	\$ 538.62	\$ 750.00	\$ 141,330	\$ 144,862.86	\$ 149,209.00	\$ 154,058.00	\$ 159,450.00	\$ 165,031.00		
Captain 3rd year	\$ 135,112.00	\$ 64.96	\$ 519.66	\$ 750.00	\$ 136,382	\$ 139,791.20	\$ 143,985.00	\$ 148,665.00	\$ 153,868.00	\$ 159,253.00		
Captain 2nd Year	\$ 128,586.00	\$ 61.82	\$ 494.56	\$ 750.00	\$ 129,831	\$ 133,076.33	\$ 137,069.00	\$ 141,524.00	\$ 146,477.00	\$ 151,604.00		
Captain 1st year	\$ 123,283.00	\$ 59.27	\$ 474.17	\$ 750.00	\$ 124,507	\$ 127,619.84	\$ 131,448.00	\$ 135,720.00	\$ 140,470.00	\$ 145,386.00		
	1/1/2022					1/1/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027		
						2.50%	3.00%	3.25%	3.50%	3.50%		
Shift/Cert												
Battalion Chief	\$ 157,588.00	\$ 75.76	\$ 606.11	\$ 750.00	\$ 158,944	\$ 162,917.71	\$ 167,805.00	\$ 173,259.00	\$ 179,323.00	\$ 185,599.00		
Captain 5th Year	\$ 147,785.00	\$ 71.05	\$ 568.40	\$ 750.00	\$ 149,103	\$ 152,830.99	\$ 157,416.00	\$ 162,532.00	\$ 168,221.00	\$ 174,109.00		
Captain 4th Year	\$ 142,855.00	\$ 68.68	\$ 549.44	\$ 750.00	\$ 144,154	\$ 147,758.30	\$ 152,191.00	\$ 157,137.00	\$ 162,637.00	\$ 168,329.00		
Captain 3rd year	\$ 137,924.00	\$ 66.31	\$ 530.48	\$ 750.00	\$ 139,204	\$ 142,684.59	\$ 146,965.00	\$ 151,741.00	\$ 157,052.00	\$ 162,549.00		
Captain 2nd Year	\$ 131,399.00	\$ 63.17	\$ 505.38	\$ 750.00	\$ 132,654	\$ 135,970.74	\$ 140,050.00	\$ 144,602.00	\$ 149,663.00	\$ 154,901.00		
Captain 1st year	\$ 126,096.00	\$ 60.62	\$ 484.98	\$ 750.00	\$ 127,331	\$ 130,514.26	\$ 134,430.00	\$ 138,799.00	\$ 143,657.00	\$ 148,685.00		
	1/1/2022					1/1/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027		
						2.50%	3.00%	3.25%	3.50%	3.50%		
Admin												
Battalion Chief	\$ 156,647.00	\$ 75.31	\$ 602.49	\$ 750.00	\$ 157,999	\$ 161,949.48	\$ 166,808.00	\$ 172,229.00	\$ 178,257.00	\$ 184,496.00		
Captain 5th Year	\$ 146,846.00	\$ 70.60	\$ 564.79	\$ 750.00	\$ 148,161	\$ 151,864.81	\$ 156,421.00	\$ 161,505.00	\$ 167,158.00	\$ 173,009.00		
Captain 4th Year	\$ 141,919.00	\$ 68.23	\$ 545.84	\$ 750.00	\$ 143,215	\$ 146,795.21	\$ 151,199.00	\$ 156,113.00	\$ 161,577.00	\$ 167,232.00		
Captain 3rd year	\$ 136,992.00	\$ 65.86	\$ 526.89	\$ 750.00	\$ 138,269	\$ 141,725.61	\$ 145,977.00	\$ 150,721.00	\$ 155,996.00	\$ 161,456.00		
Captain 2nd Year	\$ 130,462.00	\$ 62.72	\$ 501.78	\$ 750.00	\$ 131,714	\$ 135,006.62	\$ 139,057.00	\$ 143,576.00	\$ 148,601.00	\$ 153,802.00		
Captain 1st year	\$ 125,161.00	\$ 60.17	\$ 481.39	\$ 750.00	\$ 126,392	\$ 129,552.20	\$ 133,439.00	\$ 137,776.00	\$ 142,598.00	\$ 147,589.00		
	1/1/2022					1/1/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027		
						2.50%	3.00%	3.25%	3.50%	3.50%		
Admin/Cert												
Battalion Chief	\$ 157,772.00	\$ 75.85	\$ 606.82	\$ 750.00	\$ 159,129	\$ 163,107.04	\$ 168,000.00	\$ 173,460.00	\$ 179,531.00	\$ 185,815.00		
Captain 5th Year	\$ 147,971.00	\$ 71.14	\$ 569.12	\$ 750.00	\$ 149,290	\$ 153,022.37	\$ 157,613.00	\$ 162,735.00	\$ 168,431.00	\$ 174,326.00		
Captain 4th Year	\$ 143,044.00	\$ 68.77	\$ 550.17	\$ 750.00	\$ 144,344	\$ 147,952.77	\$ 152,391.00	\$ 157,344.00	\$ 162,851.00	\$ 168,551.00		
Captain 3rd year	\$ 138,116.00	\$ 66.40	\$ 531.22	\$ 750.00	\$ 139,397	\$ 142,882.15	\$ 147,169.00	\$ 151,952.00	\$ 157,270.00	\$ 162,774.00		
Captain 2nd Year	\$ 131,588.00	\$ 63.26	\$ 506.11	\$ 750.00	\$ 132,844	\$ 136,165.21	\$ 140,250.00	\$ 144,808.00	\$ 149,876.00	\$ 155,122.00		
Captain 1st year	\$ 126,287.00	\$ 60.71	\$ 485.72	\$ 750.00	\$ 127,523	\$ 130,710.79	\$ 134,632.00	\$ 139,008.00	\$ 143,873.00	\$ 148,909.00		