

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") entered into on this 14th day of December, 2022 by and between the Township of Hamilton ("Township") and Firefighters Mutual Benevolent Association Local No. 284 ("FMBA 284").

WHEREAS, the Township and FMBA 284 are parties to a two (2) year collective negotiations agreement, effective January 1, 2021 through December 31, 2022 ("2021-2022 CNA"); and

WHEREAS, the Township and FMBA 284 have both concluded that it is their interests to extend said collective negotiations agreement for one (1) additional year, for the period of January 1, 2023 through December 31, 2023.

NOW, THEREFORE, in consideration of the promises and mutual covenants herein, and for good and other valuable consideration, the parties agree as follows:

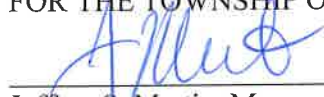
1. The 2021-2022 CNA between the Township and FMBA 284 shall be extended as to all terms not modified herein for one (1) additional year, through December 31, 2023. All terms not modified shall remain in full force and effect.
2. Salary increases for 2023 shall remain consistent with the 2021-2022 CNA pattern, and shall include a 2.5% across-the-board increase effective January 1, 2023.
3. Effective January 1, 2023, Article 5, Sick Leave and Disability, Section 8, regarding sick leave sell back payments shall be removed.
4. This MOA shall be subject to ratification by the membership of the FMBA 284 and approval by the Township Council. Upon ratification and approval, a complete collective negotiations agreement shall be mutually prepared to reflect the terms of this MOA.

5. This MOA represents the complete and final agreement between the parties and no representations or promises have been made by any party to the other except as expressly set forth herein. Nothing contained in this MOA is intended to impact any future or ongoing grievances or litigation.

6. The negotiations committee of each party shall recommend ratification and approval of this MOA.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date indicated above.

FOR THE TOWNSHIP OF HAMILTON



Jeffrey S. Martin, Mayor

Date: 1/23/23

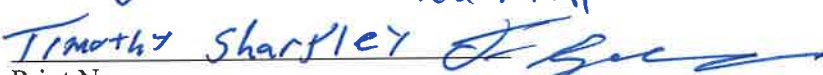
FOR FIREFIGHTERS MUTUAL BENEVOLENT ASSOCIATION LOCAL NO. 284



Nicholas Burocz, President

Date: 1/18/23

Shane Mull



Timothy Sharpley

Print Name:
Negotiations Committee Member



Print Name: Steve Dixon
Negotiations Committee Member

Print Name:
Negotiations Committee Member