

WEST WINDSOR TOWNSHIP

DEPARTMENT OF ADMINISTRATION
Office of the Business Administrator



2023-2026 MEMORANDUM OF AGREEMENT

BETWEEN

TOWNSHIP OF WEST WINDSOR

AND

WEST WINDSOR PROFESSIONAL FIREFIGHTERS ASSOCIATION LOCAL 3610 OF
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS AFL-CIO,CLC

The Township of West Windsor (Township) and the West Windsor Professional Firefighters Association Local 3610 of the International Association of Firefighters AFL-CIO,CLC the collective bargaining representative tentatively agree to the following terms to be incorporated in the parties' successor collective bargaining agreement (CBA). Unless otherwise stipulated below, all terms set forth herein shall be effective and otherwise retroactive to January 1, 2023, and applicable to any member currently employed or who retired prior to the signing and approval of this agreement pursuant to the terms of the agreement. Additionally, all terms set forth in the parties' 2019 - 2022 CBA shall be retained in the 2023 - 2026 CBA unless otherwise set forth below.

NON-SUBSTANTIVE CHANGES: The parties agree to update the text of the 2019-2022 CBA being retained in the successor agreement so as to effectuate non-substantive changes such as incorporating gender neutral references, updating aged verbiage, legal practices, years, timeframes, laws, statutes, uniformity of verbiage, change of Manager of Fire and Emergency Services Manager to Chief of Fire & Emergency Services and grammatical corrections of this agreement. Change all days of benefit time to equivalent hours.

ARTICLE 2 RECOGNITION

Add titles of Fire Lieutenant, Emergency Medical Technician, Fire Prevention Inspector

ARTICLE 6 NON-DISCRIMINATION

Add in language to reflect the NJ Law Against Discrimination

ARTICLE 9 WORK WEEK

Update language to reflect new updated schedule

ARTICLE 17 SALARIES

Base salaries shall be increased annually as follows:
Effective January 1, 2023 – 3.95%
Effective January 1, 2024 – 3.5%
Effective January 1, 2025 – 3.25%
Effective January 1, 2026 – 3.0%



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Fire Inspector Salary

2023 rate - \$28.00/per hour; annual increases at same percentages as above:

	2023	2024	2025	2026
Fire Inspector		3.50%	3.25%	3%
Hourly	\$28.00	\$28.98	\$29.92	\$30.82
Emergency Medical Technician	\$40,632-\$58,812	\$42,054-\$60,870	\$43,421-\$62,849	\$44,723-\$64,734

H. Change out of class assignment to \$0.75

ARTICLE 27 MATERNITY LEAVE

Reflective of the New Jersey Family Leave Act and New Jersey Family Leave Insurance

ARTICLE 36 PROMOTIONS

Remove: unless the Union and the Township mutually agree

ARTICLE 29 SICK LEAVE

Correct language to allow use of sick time for in accordance with the New Jersey Earned Sick Leave Law

ARTICLE 33 INSURANCE

OPT OUT CHANGE

Opt out compensation shall be increased to \$2,000 (single or parent/child); and \$4,000 (family or employee/spouse). In lieu of receiving this coverage, employees will receive \$4,000 (if eligible for family plan or employee/spouse) and \$2,000 (if eligible for single or parent/child plan).

ARTICLE 41 TERM AND DURATION

Changed to January 1, 2023 to December 31, 2026.

The terms set forth above are tentative and subject to ratification by the Township Council.

TOWNSHIP OF WEST WINDSOR
Date: 9/25/23

IAFF LOCAL 3610
Date: 9/29/23