

MEMORANDUM OF UNDERSTANDING BETWEEN

COUNTY OF OCEAN & FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION LOCAL 98

This Memorandum of Understanding is reached this 28th day of July, 2022, between the negotiating team of the of Firemen's Mutual Benevolent Association Local 98 (FMBA98) and the negotiating representative of the County of Ocean.

It is expressly understood the following terms and conditions are subject to approval and ratification from the membership of the FMBA98 and the County of Ocean. It is expressly understood that neither party is bound until ratification has occurred by the full membership and Ocean County Board of Commissioners.

The following terms and conditions have been agreed by the negotiating teams, who shall take this agreement back to their respective party for approval:

- I. **DURATION:** Three Year (April 1, 2022 – March 31, 2025)
- II. **ARTICLE 2 (HOURS OF WORK)** – The parties shall discuss and seek to develop a mutually agreeable pilot plan for ten (10) hour workdays by October 31, 2022. If agreement can be reached between the parties, any such plan shall be effective from January 1, 2023 through December 31, 2023, with the possibility of extension for the remainder of the contract based upon mutual consent of the parties. It is understood that any agreement reached would require agreement on specific days employees must work, impact upon holidays, overtime availability and calculation, total number of leave time available and how such time would apply in ten-hour work day situations, and other necessary issues.
- III. **ARTICLE III (STAND-BY-PAY)** – The parties agree the Standby Pay will increase as follows:

April 1, 2023 = \$280.00
April 1, 2024 = \$310.00

IV. **ARTICLE 31 (SALARIES)**

A. **Salary Increases**

April 1, 2022 – Effective April 1, 2022, and retroactive thereto, all members in the bargaining unit who were employed on April 1, 2022, shall receive an increase of 2.0%, but not less than Two Thousand dollars (\$2,000).

April 1, 2023 – Effective April 1, 2023, all members in the bargaining unit shall receive an increase of 2.0%, but not less than Two Thousand One Hundred dollars (\$2,100).

April 1, 2024 – Effective April 1, 2024, all members in the bargaining unit shall receive an increase of 2.0%, but not less than Two Thousand Two Hundred dollars (\$2,200).

Employees working less than forty (40) hours per week shall have any flat dollar adjustments prorated.

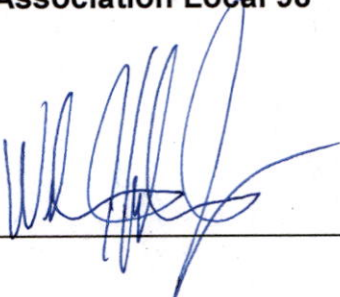
- V. All references to "Freeholders", "Board of Freeholders", or "Board of Chosen Freeholders" will be changed to "Commissioners", "Board of Commissioners", or "Board of County Commissioners", as appropriate.
- VI. All other proposals by either party not set forth above are hereby withdrawn.
- VII. All portions of the expired April 1, 2019 – March 31, 2022 contract shall be amended to reflect the terms and conditions agreed upon herein, including any and all dates being changed.
- VIII. All other terms and conditions of the collective negotiations agreement that expired on March 31, 2022, shall remain unchanged and in full force, unless otherwise modified above.

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The undersigned hereby agree to the above terms and conditions and specifically indicated and acknowledge no other promises have been made to either party. Further, the undersigned hereby agree to take this Memorandum of Understanding back to its respective party and recommend its approval.

It is specifically understood by both parties that nothing herein is binding upon either party until such time as full approval and ratification has occurred from the membership of the FMBA Local 98 and the Board of Commissioners of the County of Ocean.

For the Firemen's Mutual Benevolent Association Local 98

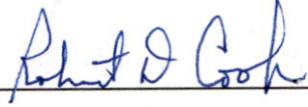


7/28/22
(date)

For the County of Ocean



Robert Greitz, Director (date)
Office of Employee Relations



7-28-22
(date)