

CITY OF OCEAN CITY
CAPE MAY COUNTY, NEW JERSEY

RESOLUTION 23-59-353

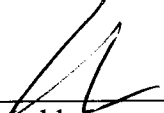
RATIFYING A MEMORANDUM OF AGREEMENT WITH THE INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS (IAFF) LOCAL 4032

WHEREAS, the IAFF, Local 4032 and the City of Ocean City have completed collective bargaining and have formulated the terms of a five year agreement beginning January 1, 2023 through December 31, 2027, as described in the attached Memorandum of Agreement; and

WHEREAS, the IAFF Local 4032 has voted to accept the terms of the agreement as negotiated by their representatives; and

WHEREAS, the City administration recommends ratification by the City Council of the attached agreement; and

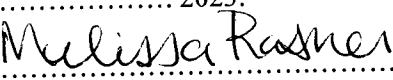
NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Ocean City, New Jersey that the Council ratifies the attached memorandum of agreement as negotiated between the City and IAFF local 4032, in accordance with the attached agreement, for the period January 1, 2023 through December 31, 2027.



Peter V. Madden
Council President

Offered by COUNCILMAN BARR..... Seconded by COUNCILMAN CROWLEY.....

The above resolution was duly adopted by the City Council of the City of Ocean City, New Jersey, at a meeting of said Council duly held on the 23RD day of MARHC 2023.



City Clerk

NAME	AYE	NAY	ABSENT	ABSTAINED
Barr	X			
Bergman			X	
Crowley	X			
Levchuk	X			
Madden	X			
Polcini			X	
Rotondi	X			

MEMORANDUM OF AGREEMENT

This Agreement is between the City of Ocean City (herein the "Employer" or "City") and IAFF Local 4032 (herein the "IAFF"):

WHEREAS, the Employer and the IAFF are parties to a Collective Negotiations Agreement covering the period from January 1, 2019 through December 31, 2022; and

WHEREAS, the Employer and the IAFF have engaged in good faith negotiations for a successor contract that has resulted in an agreement between the negotiating committees subject to ratification by the IAFF membership and approval by the Employer's governing body, which the negotiating committees for the parties unanimously agree to recommend:

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

A. Except as herein modified, the terms and conditions of the 2019-2022 contract shall remain in full force and effect.

B. **PREAMBLE & GENERAL**

1. Change dates to coincide with the new contract term.
2. Change Roman Numerals to Arabic.
3. Where necessary, add the rank of Battalion Chief to the successor contract.

C. **ARTICLE 4. ASSOCIATION REPRESENTATIVES & MEMBERS**

Paragraph A. Change "six (6)" days to "144 hours."

D. **ARTICLE 9, OVERTIME**

Paragraph E.3, Out of Title Pay, subparagraphs a and b: Effective upon ratification¹ by the IAFF membership, the rate for acting Captain shall be increased to \$40.00 and for acting line Battalion Chief and line Deputy Chief, to \$50.00 and eligibility for payment for acting pay shall be reduced to 10 hours or more.

E. **ARTICLE 11, HOLIDAY PAY**

Paragraph B. 12 hours of holiday pay (for a total of 200 hours) shall be added to the base pay of each unit member for Juneteenth if the City recognizes it as a holiday for any City employee.

F. **ARTICLE 13, SICK LEAVE/TERMINAL LEAVE**

1. Paragraph A, Subparagraph 2. Add: Sick leave can be taken by all employees in increments of 1 hour or more.

2. Paragraph B, subparagraph 7. Add: Employees hired after May 21, 2010 but before August 4, 2012 shall have terminal leave payments capped at \$15,000.

G. **ARTICLE 17, TIME OFF**

Paragraph 3. Add: "civil union/domestic partner" to definition of "immediate family."

H. **ARTICLE 20, QUALIFICATIONS FOR EMPLOYMENT**

Paragraph A. Delete.

I. **ARTICLE 21, WAGES²**

Section A. Replace the first sentence with: All unit members in the rank of firefighter shall receive the following across the board ("ATB") wage increases.

¹ The actual date shall be placed in the successor agreement.

² See attached wage guides.

1. Effective and retroactive to 1/1/23 3.00%
2. Effective 1/1/24 3.00%
3. Effective 1/1/25 3.00%
4. Effective 1/1/26 3.00%
5. Effective 1/1/27 3.00%
6. Delete the paragraph regarding starting pay.
7. In addition to the ATBs, all employees not at top pay shall receive their salary step increment.

Superior Officer "Base."

8. Captains:
 - a. Effective and retroactive to 1/1/23 \$500.00 plus 3.00% ATB
 - b. Effective 1/1/24 3.00% ATB
 - c. Effective 1/1/25 3.00% ATB
 - d. Effective 1/1/26 3.00% ATB
 - e. Effective 1/1/27 3.00% ATB
9. Battalion Chiefs and Line Deputy Chiefs
 - a. Effective and retroactive to 1/1/23 3.00% ATB
 - b. Effective 1/1/24 3.00% ATB
 - c. Effective 1/1/25 3.00% ATB
 - d. Effective 1/1/26 3.00% ATB
 - e. Effective 1/1/27 3.00% ATB
10. Administrative Deputy Chiefs shall receive an annual salary that is at minimum 10% greater than the annual "base" salary of a Battalion Chief.

11. The Firefighter Wage Schedules for those hired on or prior to 7/1/2019 and those hired after 7/1/19 shall be adjusted by the ATBs set forth above.

J. ARTICLE 22, LONGEVITY

1. Paragraph C, Superior Officers. Add Battalion Chiefs to the Deputy Chief Longevity rates.

K. ARTICLE 25, SCHOOLING

Paragraph M. Effective and retroactive to 1/1/23, the EMT payment shall increase by the contractual wage increases for each of the year of this successor agreement (2023-2027).

L. ARTICLE 31, DURATION

January 1, 2023 through December 31, 2027.

M. All proposals of the parties not contained herein are withdrawn.

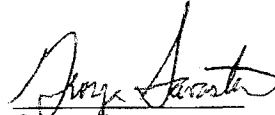
N. The terms of this Agreement are subject to ratification by the IAFF membership and approval of the City's governing body.

FOR IAFF 4032


Robert Bender, President

Dated: 3/31/23

FOR THE CITY


George Savastano,
Business Administrator

Dated:

BASE SALARY
SUPERIOR OFFICERS

Rank	Current	1/1/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
Captain	\$ 108,131	\$ 111,890	\$ 115,247	\$ 118,704	\$ 122,265	\$ 125,933
Battalion						
Chief	\$ 123,567	\$ 127,274	\$ 131,092	\$ 135,025	\$ 139,076	\$ 143,248
Line Dep.						
Chief	\$ 123,567	\$ 127,274	\$ 131,092	\$ 135,025	\$ 139,076	\$ 143,248
Admin.	\$ 123,567	\$ 140,001	\$ 144,201	\$ 148,527	\$ 152,983	\$ 157,573
Dep. Chief						

Step	Current	1/1/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
1	\$ 44,113	\$ 45,436	\$ 46,799	\$ 48,203	\$ 49,650	\$ 51,139
2	\$ 51,451	\$ 52,995	\$ 54,584	\$ 56,222	\$ 57,909	\$ 59,646
3	\$ 56,318	\$ 58,008	\$ 59,748	\$ 61,540	\$ 63,386	\$ 65,288
4	\$ 61,185	\$ 63,021	\$ 64,911	\$ 66,859	\$ 68,864	\$ 70,930
5	\$ 66,053	\$ 68,035	\$ 70,076	\$ 72,178	\$ 74,343	\$ 76,574
6	\$ 70,920	\$ 73,048	\$ 75,239	\$ 77,496	\$ 79,821	\$ 82,216
7	\$ 75,787	\$ 78,061	\$ 80,402	\$ 82,815	\$ 85,299	\$ 87,858
8	\$ 80,654	\$ 83,074	\$ 85,566	\$ 88,133	\$ 90,777	\$ 93,500
9	\$ 85,521	\$ 88,087	\$ 90,729	\$ 93,451	\$ 96,255	\$ 99,142
10	\$ 90,388	\$ 93,100	\$ 95,893	\$ 98,769	\$ 101,732	\$ 104,784
11	\$ 95,255	\$ 98,113	\$ 101,056	\$ 104,088	\$ 107,210	\$ 110,427
12	\$ 100,121	\$ 103,125	\$ 106,218	\$ 109,405	\$ 112,687	\$ 116,068

	Current	1/1/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
Step						
1	\$ 47,516	\$ 48,941	\$ 50,410	\$ 51,922	\$ 53,480	\$ 55,084
2	\$ 53,360	\$ 54,961	\$ 56,610	\$ 58,308	\$ 60,057	\$ 61,859
3	\$ 59,205	\$ 60,981	\$ 62,811	\$ 64,695	\$ 66,636	\$ 68,635
4	\$ 65,050	\$ 67,002	\$ 69,012	\$ 71,082	\$ 73,214	\$ 75,411
5	\$ 70,895	\$ 73,022	\$ 75,213	\$ 77,469	\$ 79,793	\$ 82,187
6	\$ 76,741	\$ 79,043	\$ 81,415	\$ 83,857	\$ 86,373	\$ 88,964
7	\$ 82,585	\$ 85,063	\$ 87,614	\$ 90,243	\$ 92,950	\$ 95,739
8	\$ 88,430	\$ 91,083	\$ 93,815	\$ 96,630	\$ 99,529	\$ 102,515
9	\$ 94,276	\$ 97,104	\$ 100,017	\$ 103,018	\$ 106,108	\$ 109,292
10	\$ 100,121	\$ 103,125	\$ 106,218	\$ 109,405	\$ 112,687	\$ 116,068

RCVD 4/13/2023
DUE 4/13/2023

Melissa G. Rasner

#23-194

From: Ben Stone <opra+request-41291-ba43e2aa@requests.opramachine.com>
Sent: Thursday, March 30, 2023 1:07 AM
To: Melissa G. Rasner
Subject: OPRA request - Fire department

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Dear Ocean City,

This is a request for public records made under OPRA and the common law right of access. I am not required to fill out an official form. Please acknowledge receipt of this message.

Records requested:

New contract for the fire department

Yours faithfully,

Anonymous

Please deliver records electronically via email to the below UNIQUE address for all replies to this request:
opra+request-41291-ba43e2aa@requests.opramachine.com

Is mbovera@ocnj.us the wrong address for OPRA requests to Ocean City? If so, please contact us using this form:
https://linkprotect.cudasvc.com/url?u=https%3a%2f%2fopramachine.com%2fchange_request%2fnew%3fbody%3docean_city&c=E,1,za2KCfpPHHkY_OgVq9WLwQevAA2K09R0uXS5apduQmal_OUujJ7f0HYpGYKdKtK_1F_6nW-cmgVq55cynAkj4TvbOgl3mE-bU6Wm8fcdVxgl-LBRmZWYIW&typo=1

Disclaimer: This message and any reply that you make will be published on the internet. Our privacy and copyright policies:

https://linkprotect.cudasvc.com/url?u=https%3a%2f%2fopramachine.com%2fhelp%2fofficers&c=E,1,y-GdFei0n5ls0AJXZ6n3jm8MiqEhF11VL3CW3pNW09ZlEN0yLn_CV_aVs08-ZAW5vFLdouv2Gk7_1veQlVpnjLAhF_djtBc4At2rRVsFHs4T1eKyJ1-G4S8xUA,,&typo=1

View this OPRA request & responses online:

https://linkprotect.cudasvc.com/url?u=https%3a%2f%2fopramachine.com%2frequest%2ffire_department&c=E,1,5VphCjMuqNuAMXucpe7JjUnzh6EwgHknTHPwYa3702E0s-TJzZ2lQqc-NRkMV1GFgURazj601N_mteYKPM5r-jYyATCbsJT7XyCJ16HPzSH75lmts_JpJ8kkg,,&typo=1

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.