

TOWNSHIP of MILLBURN and FMBA Local 32
2021-2024 MEMORANDUM OF AGREEMENT
Dated: October 3, 2022

The Township of Millburn (Township) and FMBA Local No, 32 (FMBA), the collective negotiations representatives for all uniformed employees in the Fire Department, except the Chief, employed by the Township, tentatively agree to the following terms to be incorporated In the parties' successor collective negotiations agreement (CNA), Unless otherwise stipulated below, all terms set forth herein shall be effective and otherwise retroactive to January 1, 2021 and applicable to any member who retired subsequent to December 31, 2020. Moreover, all terms set forth in the parties' 2017-2019 CNA and November 1, 2019 Memorandum of Agreement shall be retained, unchanged, in the 2021-2024 CNA unless otherwise stipulated below.

ARTICLE II -Grievance Procedure.

Paragraph C. Replace references to "American Arbitration Association" with "New Jersey Public Employment Relations Commission",

ARTICLE XXIV- SICK LEAVE.

Section E, Paragraph 3. The following text shall be added at the end of this clause: "If an employee has exhausted all of his/her accumulated sick leave, he/she shall have the right to utilize vacation, personal time and accrued compensatory time owed for authorized sick leave. It shall be the choice of the employee which time shall be utilized."

ARTICLE III- HEALTH AND WELFARE INSURANCE.

Paragraph A. Replace the 3rd sentence of this clause with the following: "Employees and qualifying retirees will contribute to the cost for enrollment in the State Health Benefits Plan based on current rules and regulations under P.L. 2011, Chapter 78. Qualifying retirees who are awarded a disability pension shall not have to contribute toward the cost of such coverage, in accordance with New Jersey law."

4, ARTICLE XVIII - SALARIES.

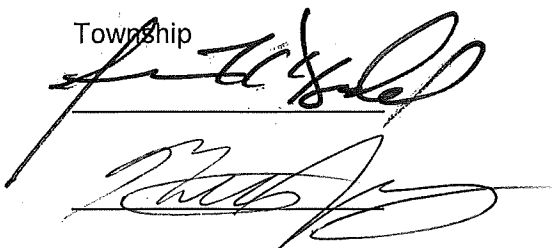
Paragraph A. The salary guides for Firefighters, Firefighters (hired after January 1, 2014), Superiors and Prevention Code Officer shall be calculated so as to reflect annual across-the-board increases of 2.0% for each of four (4) years. All employees not otherwise at top step shall continue to progress through the applicable salary guide annually.

ARTICLE XXIII- PAYMENT FOR ACCRUED SICK LEAVE,

Paragraph B. The following text shall be added to this clause: "Any employee hired after May 21, 2010 shall be paid no more than \$15,000 at the time of his/her retirement for accrued sick leave, as per NJSA 11A:6-19.2."

The terms set forth above are tentative and subject to ratification by the Township's Governing Body as well as the membership of the FMBA.

Township



FMBA

