

Exhibit “A”

MEMORANDUM OF AGREEMENT

The Township of West Orange (the “Township”) and the West Orange Fire Superior Officers Association (“FSOA”) on this _____ day May, 2019 agree to recommend the ratification and approval of the following agreements:

1. Upon Retirement the Township Shall Pay for the Cost of RETIREE Health and Prescription Coverage for all Fire Superior Officers, who are Employed on the Date the New Contract is Signed. Each Fire Superior Officer, Employed on the Date the New Contract is Signed Shall Be Listed Individually by Name in the New Contract.
2. The Township Shall Pay in Full This Cost for The Duration of Their Retirement Life Including Surviving Spouse Coverage and All Eligible Family Members.
3. The EMT Stipend Shall be Increased by \$1000.00 Dollars for all Fire Superior Officers, who Possess an EMT Certification and Shall be Payable in the First (1st) Payroll of 2019.

4. Five Year Base Salary Increases:

2018	1/1/18	0 %		
2019	1/1/19	0 %		
2020	1/1/20	1.50 %	7/1/20	1.50 %
2021	1/1/21	1.50 %	7/1/21	1.50 %
2022	1/1/22	1.50 %	7/1/22	1.50 %

5. All Fire Superior Officer, Hired After the Date the New Contract is Signed, Will Not Receive RETIREE Health and Prescription Coverage. Each Fire Superior Officer, Employed on the Date the New Contract is Signed Shall Maintain Their RETIREE Health and Prescription Coverage and Shall be Listed Individually by Name in the New Contract.
6. All Fire Superior Officers, Hired After the Date the New Contract is Signed, Will Not Receive Longevity Pay. Each Fire Superior Officer, Employed on the Date the New Contract is Signed Shall Maintain Their Longevity Pay and Shall be Listed Individually by Name in the New Contract.
7. Existing Health and Prescription Benefit Coverage Cost Calculated Based on Previously Negotiated Contracts Will All Convert to Chapter 78 Guidelines. All

Current and Future Fire Superior Officers, Will Contribute to Health and Prescription Costs in Accordance with Current Chapter 78 Guidelines.

8. Article 17, Insurance, Section C, Lay-Offs and Demotions Shall be Eliminated in the New Contract.
9. All Fire Superior Officers Hired After January 1, 2010 Will Receive a One Point Five Percent (1.5%) Increase in Their Longevity Pay, in Their Twenty Fourth Year (24th) of Employment, Increasing the 24th Year Percentage From Ten Percent (10%) to Eleven Point Five Percent (11.5%).

TOWNSHIP OF WEST ORANGE

**WEST ORANGE FIRE SUPERIOR
OFFICERS ASSOCIATION**

Date: _____

Date: _____