

**MEMORANDUM OF AGREEMENT FOR A FIVE YEAR CONTRACT BETWEEN THE
TOWNSHIP OF WEST ORANGE AND THE WEST ORANGE FIRE SUPERIOR
OFFICERS ASSOCIATION**

1. Upon retirement the Township shall pay for the cost of retiree health and prescription coverage with the exception of contributions for PFRS Tier 2 or above for all Fire Superior Officers who are employed on the date the new contract is signed, and those firefighters who are employed by the Township on the date that the new contract is signed and who are subsequently promoted into the Fire Superior Officers unit ("Future Fire Superior Officers"). With respect to said Fire Superior Officers and Future Fire Superior Officers, the Township agrees to execute an individual vesting agreement, attached hereto as exhibit A, for each covered Fire Superior Officer and Future Fire Superior Officer and agrees to honor the terms of said agreement. The Fire Superior Officers Association agrees that it will not file any action regarding the individual vesting agreement except for a claim to enforce the individual vesting agreement.

2. The Township shall pay in full this cost for retiree health and prescription coverage for the duration of the Fire Superior Officers' and Future Fire Superior Officers' retirement life including surviving spouse coverage and all eligible dependents, including survivors for all Fire Superior Officers who meet the requirements set forth in paragraph 1.

3. The vested benefits in retirement that a Fire Superior Officer, who is party to an individual agreement identified in paragraph 1 above, receives shall be equal to or better than the level of benefits (and plan design) that the Fire Superior Officer was enrolled in on the day immediately prior to the date of retirement.

4. 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.

5. Five year term with the following 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%

6. All future Fire Superior Officers who are first hired by the Township as firefighters after the date the new contract is signed will not receive retiree health and prescription coverage. Each Fire Superior Officer employed on the date that the new contract is signed and those firefighters who are promoted into the Fire Superior Officer unit and were employed by the Township on the date the new contract is

signed shall maintain their retiree health and prescription coverage pursuant to their individual vesting agreement.

7. All future Fire Superior Officers who are hired by the Township as firefighters after the date the new contract is signed will not receive longevity pay. Each Fire Superior Officer hired on or before the date that the new contract is signed and those firefighters who are employed on or before the date the new contract is signed and who are subsequently promoted into the Fire Superior Officer unit shall maintain their longevity pay.

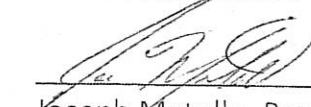
8. Existing health and prescription benefit coverage cost for active Fire Superior Officers that are calculated based on previously negotiated contracts will all convert to chapter 78 guidelines. All current and future active Fire Superior Officers will contribute to health and prescription costs in accordance with current chapter 78 guidelines.

9. Article 17, Insurance, Section c, Lay-offs and Demotions shall be eliminated in the new contract.

10. All Fire Superior Officers in PFRS Tier 2 and above will receive a one and one-half percent (1.5%) increase in their longevity pay, in their twenty fourth (24th) year of employment, increasing the 24th year percentage from ten percent (10%) to eleven point five percent (11.5%).

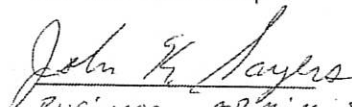
11. This Agreement is subject to ratification by the Association's membership and approval of the Township's governing body.

For the Association


Joseph Matullo, President

Dated: 11-7-2019

For the Township


BUSINESS ADMINISTRATOR

Dated: 11/2/19