

Memorandum of Agreement
Between
The West Orange Firefighters Mutual Benevolent Association, Local 28 ("FMBA")
&
The Township of West Orange (the "Township")
August 8, 2022

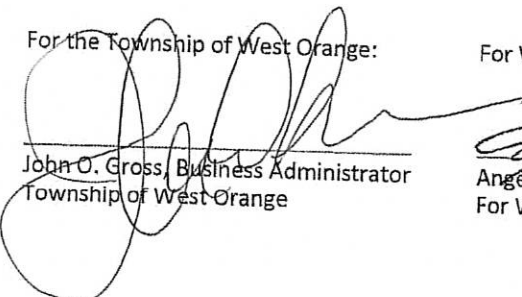
The negotiation committees of the Township of West Orange, New Jersey and the West Orange Firefighters Mutual Benevolent Association, Local 28 ("FMBA") agree to the terms of this Memorandum of Agreement, as set forth below.

All other language in the contract that expires December 31, 2022 shall continue in the new contract and will remain the status quo except the following:

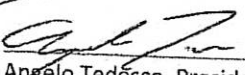
3. Duration: January 1, 2023 through December 31, 2023
 4. All base salaries will increase by 3% effective January 1, 2023.
- The parties acknowledge that these terms and conditions are subject to ratification.
 - All parties agree to recommend these terms and conditions to their respective constituents for ratification.
 - All issues agreed to herein shall be incorporated in the new agreement.
 - All issues not mentioned herein are withdrawn for consideration in this agreement.

Signatures: Dated August 8, 2022

For the Township of West Orange:


John O. Gross, Business Administrator
Township of West Orange

For West Orange Firefighters Mutual Benevolent Association, Local 28:


Angelo Tedesco, President
For West Orange Firefighters Mutual Benevolent Association, Local 28