

**MEMORANDUM OF AGREEMENT
BETWEEN TOWNSHIP OF WEST ORANGE
AND THE WEST ORANGE FIREFIGHTERS MUTUAL BENEVOLENT
ASSOCIATION, LOCAL NO. 28 ("FMBA")**

The TOWNSHIP OF WEST ORANGE ("TOWNSHIP") and WEST ORANGE FIREFIGHTERS MUTUAL BENEVOLENT ASSOCIATION, LOCAL NO. 28 ("FMBA") hereby agree to recommend for ratification and approval the following for a new contract between the TOWNSHIP and FMBA for the period from January 1, 2024 to December 31, 2028:

1. DURATION: January 1, 2024 to December 31, 2028.

2. ARTICLE 9, Salaries:

January 1, 2024 –	1.5%;
July 1, 2024 –	1.5%;
January 1, 2025 –	3%;
January 1, 2026 –	3%;
January 1, 2027 –	3%; and
January 1, 2028 –	3%.

Amend Paragraph B to provide that the Township shall be able to move to a semi-monthly payroll at its discretion.

Amend Paragraph E to provide that effective 2025, the EMT stipend shall be increased by \$500 to a total of \$5,000.

In the event that the Township agrees to a higher salary increase with another bargaining unit during the term of this agreement, the parties agree to meet for the purpose of negotiating the same increase for the FMBA.

3. ARTICLE 11, Scholastic Credit Compensation: Amend to provide that permanent regular members of the Fire Department who obtain a bachelor's degree from an accredited institution of higher learning shall be entitled to receive, in any calendar year, eight hundred dollars (\$800.00) upon proof of obtaining a degree submitted to the Business Administrator. Compensation shall no longer be offered for credits less than a full degree.
4. ARTICLE 14, Sick Leave: Amend the Article to add the following: "Pursuant to N.J.S.A. 11A:6-19.2, Employees hired on or after May 21, 2010 shall be entitled to payment for sick leave under this Article of up to a maximum of \$15,000 and only upon retirement from a pension system."

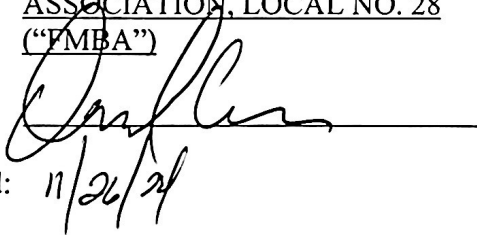
5. ARTICLE 24, Uniform Allowance:

- a. Uniform allowance for all West Orange Firefighters shall be increased as follows:
 - i. 2025 - \$850
 - ii. 2026 - \$900
 - iii. 2027 - \$950
 - iv. 2028 - \$1,000
- b. The Township shall replace, at its own expense, any clothing and equipment which may be damaged in the performance of duty, provided that said damage was not the result of the member's abuse, misuse, or gross negligence.

The terms of this MOA are subject to ratification by the FMBA and the approval of the Council of the TOWNSHIP OF WEST ORANGE. All prior agreements and all other provisions of the Parties' existing collective bargaining agreement not modified by this MOA shall remain in effect and otherwise unchanged. All issues not included in this MOA shall be considered withdrawn.

WEST ORANGE FIREFIGHTERS
MUTUAL BENEVOLENT
ASSOCIATION, LOCAL NO. 28
("FMBA")

Dated:



TOWNSHIP OF WEST ORANGE

Dated:

