

MEMORANDUM OF AGREEMENT

Robbinsville Township ("Township") and Robbinsville Township Professional Firefighters Association, IAFF Local 3786 ("Union") hereby agree to this Memorandum of Agreement, dated September 29, 2022, with respect to a successor collective negotiations agreement between the parties. This agreement is subject to ratification of the parties. The parties agree to recommend ratification of this agreement to their respective membership (the Township Council and Union members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2022 to December 31, 2024 and amend Article 11 (Duration) to reflect these dates.
2. All terms of the existing contract shall remain in full force and effect, except as modified by this Memorandum.
3. The parties shall mutually create and agree upon a successor collective negotiations agreement from the terms of this Memorandum.

4. Article 18

18.6 Firefighters at top step in the salary guide and all steps of the Captains guide shall receive wage increases as follows:

- 2022 – 2.5%
- 2023 – 2%
- 2024 – 2%

See Exhibit A.

18.7. Starting salary for firefighters shall remain \$66,300 Firefighters hired on or after 1/1/16 will receive the negotiated wage increases on their anniversary hire date as follows:

- 2022 – 2.5%
- 2023 – 2%
- 2024 – 2%

5. Article 17

Modify paragraph 17.5 to provide that, members working out of title shall be paid acting pay hour for hour starting with the first hour.

6. Article 16

Maintain the promotional procedures in contract, pending the Parties' meeting and mutually agreeing on a promotional process for Captain to be set forth in a Side Letter similar to the procedure proposed by the Fire Union. Upon agreement on a mutually acceptable Side Letter, the contractual promotional procedures shall be eliminated.

7. **Article 27**

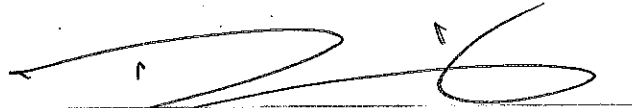
Fix the typos in 27.5 to eliminate reference to Article 28.

Add new paragraph 27.6: Employees who opt out of the Township's health benefit plans, whether active or retired, shall be allowed to re-enroll in retirement and change coverage level, if applicable, upon a change of circumstance, under the same terms and conditions, including contribution levels, that would have been applicable at retirement.

8. **Article 33**

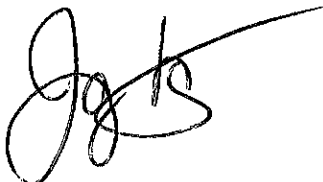
Clarify 33.2 to state "All discipline will be corrective in intent and progressive in nature when appropriate. It is agreed that in cases of egregious misconduct, progressive discipline need not be followed."

TOWNSHIP OF ROBBINSVILLE:



David Fried, Mayor

10/19/22
Date



Joy Tozzi, Business Administrator

10/28/22
Date

IAFF LOCAL 3786:



Nicholas D'Alonzo, President IAFF Local

3786

Date

10/17/22

EXHIBIT A

P	\$45,043	\$45,043	\$45,043
1	\$52,704	\$52,704	\$52,704
2	\$56,283	\$56,283	\$56,283
3	\$59,832	\$59,832	\$59,832
4	\$69,571	\$69,571	\$69,571
5	\$87,584	\$89,336	\$91,123

Captain Pay Schedule

	2022	2023	2024
1	\$97,193	\$99,136	\$101,119
2	\$99,885	\$101,883	\$103,921
3	\$111,309	\$113,535	\$115,806