

MEMORANDUM OF AGREEMENT
between
the TOWN OF HARRISON and
the HARRISON FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION
LOCAL NO. 22 (FMBA LOCAL 22)

This MEMORANDUM OF AGREEMENT (the "MOA" and/or the "Agreement") is made and effective as of the 1st day of January, 2019 (the "Effective Date"), by and between the TOWN OF HARRISON, a Municipal Corporation of the State of New Jersey ("Town"), with an address of 318 Harrison Avenue, Harrison, New Jersey, 07029-1796, and the HARRISON FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION, LOCAL NO. 22 (the "Association"), the exclusive representative of the uniformed members of the Harrison Fire Department ("HFD"), with an address of P.O. Box 267, Harrison, New Jersey, 07029-1796. The Town and Association shall be collectively referred to herein as the "Parties."

WHEREAS, the Town and the Association have engaged in negotiations pursuant to New Jersey law for a new collective bargaining agreement ("CBA") between the Parties, as the prior CBA expired on December 31, 2018; and

WHEREAS, the prior offers/proposals of the Parties are hereby withdrawn; and

WHEREAS, the Town and the Association wish to enter into this MOA setting forth the terms for a new (to be drafted) CBA for 2019-2022; and

WHEREAS, except as set forth explicitly herein, both the Town and the Association reserve all of their respective rights.

NOW, THEREFORE, THIS AGREEMENT WITNESSETH, that for and in consideration of the promises and agreements hereinafter contained and the payments hereinafter provided to be made, the Parties agree as follows:

1. This MOA commences January 1, 2019 and ends December 31, 2022, at which time negotiations for a successor agreement covering the terms and conditions of employment for all sworn members of the Harrison Fire Department ("Members") shall commence.
2. Except as this MOA shall otherwise provide, the terms of the current CBA, as modified (see Paragraph 3 below), shall continue.
3. This MOA is incorporated into and modifies the CBA covering January 1, 2007-December 31, 2011, as amended and supplemented by the January 1, 2012-December 31, 2015 Memorandum of Agreement, the October 16, 2014 Memorandum of Agreement, the July 6, 2011 Resolution between the Parties, the December 28, 2016 Memorandum of Agreement (the "12/28/2016 MOA"), and any other duly executed amendment (the "Current CBA"). As soon as possible after execution of this Agreement, a comprehensive new CBA incorporating all of the above shall be drafted and executed by the Parties.
4. This Agreement is subject to ratification by the membership of Association and the Mayor & Council of the Town.

5. The following terms are agreed to between the Parties:

a. Term. The CBA shall for a 4-year period, commencing 01/01/2019 and ending 12/31/2022. The Town and the Association shall meet prior to 12/31/2022 for the purposes of negotiating the terms for a successor agreement.

b. Longevity Pay. For Members hired on or after 01/01/2019, eliminate longevity.

c. Salaries.

i. Fire Fighters. Across-the-Board salary increases of 2% for 2019, 2% for 2020, 2% for 2021, and 2% for 2022, as follows:

Hired before 01/01/2017

	2018	2019	2020	2021	2022
FF - Step 1	37,145	37,888	38,646	39,419	40,207
FF - Step 2	51,838	52,875	53,932	55,011	56,111
FF - Step 3	62,987	64,247	65,532	66,842	68,179
FF - Step 4	67,284	68,630	70,002	71,402	72,830
FF - Step 5	70,973	72,392	73,840	75,317	76,823
FF - Step 6	75,287	76,793	78,329	79,895	81,493
FF - Step 7	80,594	82,206	83,850	85,527	87,238
FF - Step 8	89,983	91,783	93,618	95,491	97,400

Hired after 12/31/2016

	2018	2019	2020	2021	2022
FF - Step 1	37,145	37,888	38,646	39,419	40,207
FF - Step 2	41,947	42,786	43,642	44,514	45,405
FF - Step 3	46,750	47,685	48,639	49,611	50,604
FF - Step 4	51,552	52,583	53,635	54,707	55,802
FF - Step 5	56,355	57,482	58,632	59,804	61,000
FF - Step 6	61,158	62,381	63,629	64,901	66,199
FF - Step 7	65,960	67,279	68,625	69,997	71,397
FF - Step 8	70,763	72,178	73,622	75,094	76,596
FF - Step 9	75,565	77,076	78,618	80,190	81,794
FF - Step 10	80,368	81,975	83,615	85,287	86,993
FF - Step 11	85,170	86,873	88,611	90,383	92,191
FF - Step 12	89,983	91,783	93,618	95,491	97,400

ii. Superiors. The 3 Levels of Supervision in the HFD are currently performed by the following titles/ranks:

3rd Level Supervision – Battalion Fire Chief (“BFC”);

2nd Level Supervision – Fire Captain (“Captain”);

1st Level Supervision - Fire Lieutenant (“Lt.”).

During negotiations, the Parties discussed adjusting the titles/ranks of the HFD's Superiors due to an issue raised by the Association with mutual aid. While the Parties agree that decisions regarding the Table of Organization of the HFD, including titles/ranks/levels of supervision, is a management prerogative and not within the scope of negotiations, the Town is going to amend by ordinance the Table of Organization for the HFD to provide as follows:

- 3rd Level Supervision – Deputy Chief (“DC”);
- 2nd Level Supervision – BFC;
- 1st Level Supervision – Captain.

The following charts show the agreed to salaries for said levels of supervision over the term of the Agreement, showing both the current titles/ranks and the titles/ranks that will be enacted by ordinance, with one salary structure for Members who are provisional/permanent in a supervisory rank as of 01/01/2019 and another salary structure for all Members who are promoted to any supervisory rank after 01/01/2019. In the event that there are unforeseen issues with the proposed changes in the titles/ranks, the salaries for the respective levels of supervision will be applicable to the Members serving in said levels, regardless of title/rank.

Provisional/permanent in the superior rank as January 1, 2019

<u>Supervision</u>	<u>Current</u>	<u>2018</u>	<u>New Title</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
3rd Level	BFC	126,741	DC	139,729	142,524	145,374	148,282
2nd Level	Captain	116,492	BFC	129,275	131,861	134,498	137,188
1st Level	Lt	103,238	Captain	118,821	121,198	123,622	126,094

*For all promotions after January 1, 2019***

	<u>Current</u>	<u>2018</u>	<u>New Title</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
3rd Level	BFC	126,741	DC Step 2	132,743	135,398	138,106	140,868
3rd Level	BFC	126,741	DC Step 1	125,756	128,271	130,837	133,454
2nd Level	Captain	116,492	BFC Step 2	122,812	125,268	127,773	130,329
2nd Level	Captain	116,492	BFC Step 1	116,348	118,675	121,048	123,469
1st Level	Lt	103,238	Capt Step 2	112,880	115,138	117,441	119,789
1st Level	LT	103,238	Capt Step 1	106,939	109,078	111,259	113,485

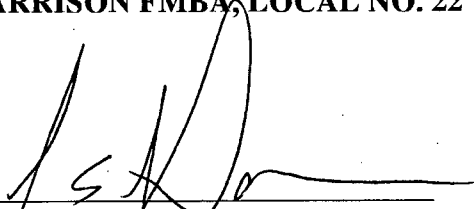
**In the event that a promotion to step 1 of the next level rank would result in a salary reduction, said member will automatically be placed in step 2 of the respective rank.

- d. Salary increases for 2019 to be retroactive to 01/01/2019, except there will be no retroactive pay for OT paid prior to the date of the salary change (i.e., the date of the first regular pay that has the new salaries).
- e. A new vacation leave policy shall be drafted between the Parties which shall require that ALL of the Members' annual allotment of vacation leave for the calendar year shall be picked by December 31st of the previous year, with a provision for “swaps” of scheduled vacation leave as long as same does not increase the agreed-to maximum number of Members off per tour. This provision shall commence for the 2020 annual vacation allotment.
- f. The annual clothing allowance shall increase from \$625 to \$675.

- g. Current CBA Terms and Conditions. All of the terms and conditions set forth in the Current CBA (see #3 above) that are not modified herein shall remain in full force and effect. All other proposals made by the Town and the Association are hereby withdrawn.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be signed by their respective representatives.

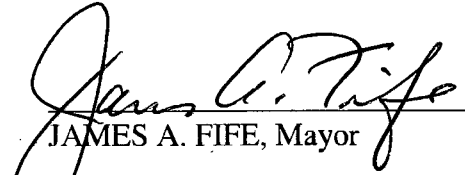
HARRISON EMBA, LOCAL NO. 22



ERIC HAUSMANN, President

Dated: 6/5/19

TOWN OF HARRISON



JAMES A. FIFE, Mayor

Dated: _____

TOWN OF HARRISON

Meeting Date: 05/23/2019

Committee: Fire

Resolution #: R-2019-106



Presented by Councilperson:
Jesus Huaranga

HUDSON COUNTY

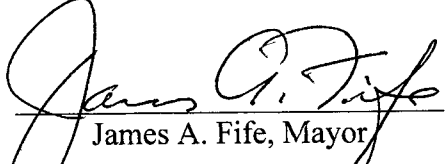
A RESOLUTION AUTHORIZING EXECUTION OF A MEMORANDUM OF AGREEMENT WITH THE HARRISON FIREMEN'S MUTUAL BENEVOLOENT ASSOCIATION LOCAL NO. 22

- WHEREAS: The collective bargaining agreement ("CBA") between the Town of Harrison and the Harrison Firemen's Mutual Benevolent Association Local No. 22 ("FMBA") expired on December 31, 2018; and
- WHEREAS: The Town and FMBA have reached mutually-acceptable terms for a successor CBA; and
- WHEREAS: The attached Memorandum of Agreement sets forth the agreement between the Town and the FMBA, pending the drafting and execution of a successor CBA; and
- WHEREAS: The Mayor and Council wish to sign the Memorandum of Agreement, as same as in the best interests of the Town.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Town of Harrison, Hudson County, New Jersey, as follows:

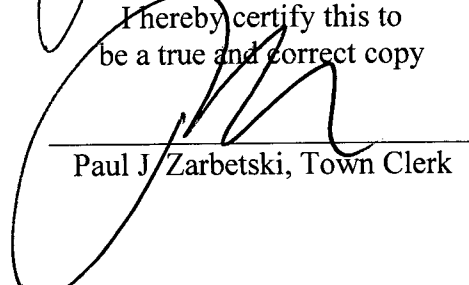
THAT: The Mayor and Town Clerk are hereby authorized to sign the attached Memorandum of Agreement between the Town and the FMBA, subject to such changes and additions as are acceptable to the Mayor after consultation with the Town Attorney.

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
M. DOLAGHAN	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
J. DORAN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
J. HUARANGA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. MANDAGLIO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
E. MENDOZA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
F. NASCIMENTO	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. VILLALTA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
J. FIFE	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



 James A. Fife, Mayor

I hereby certify this to
 be a true and correct copy



 Paul J. Zarbetski, Town Clerk