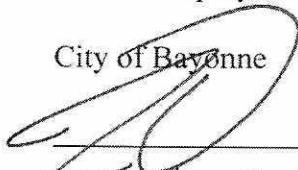


MEMORANDUM OF UNDERSTANDING

THIS AGREEMENT, executed on this 11th day of December 2017, represents the complete and final understanding on all negotiable issues between the City of Bayonne (hereinafter referred to as "the Employer") and the ^{FMBA} LOCAL 211 (hereinafter referred to as "the Union"). The parties, subject to ratification by the respective parties, agree as follows:

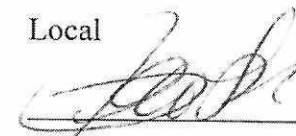
1. Term: Contract extension from January 1, 2019 through December 31, 2020 (2 year term)
2. Wages: Year 1 – 2% effective January 1, 2019
Year 2 – 2% effective July 1, 2020
3. Longevity – All employees hired on or after January 1, 2018, shall not be entitled to receive longevity payments.
4. Health Benefits – Effective the ratification of this Memorandum of Understanding, eligible employees retiring from the City shall be offered the New Jersey State Health Benefits 20/30 Medical Plan. Notwithstanding the foregoing, those members reaching 20 years of service in a retirement system as of June 28, 2011 shall be offered the New Jersey State Health Benefits Direct 15 Medical Plan in retirement.
5. Health Benefits - Effective the ratification of this Memorandum of Understanding, employees who are eligible to retire from the City on a special retirement during the term of this collective negotiations agreement, which expires on December 31, 2020, shall not be responsible for the payment of contributions towards their health benefit plan in retirement, regardless of said employees' retirement date.
6. All other terms and conditions of employment not modified herein shall remain in full force and effect. All other proposals, offers and counter proposals are hereby withdrawn.
7. This Memorandum of Understanding shall be subject to the ratification by both the Employer and the Union.

City of Bayonne



Joseph DeMarco

Local



PRESIDENT, LOCAL 211 FMBA