

MEMORANDUM OF AGREEMENT

BETWEEN

NORTH HUDSON REGIONAL FIRE & RESCUE ("REGIONAL")

AND

NORTH HUDSON FIRE OFFICERS ASSOCIATION ("FOA")

The following is the Memorandum of Agreement ("Agreement") entered between the Regional and FOA on this March 23, 2015. The parties agree to the following terms and conditions. The terms of this Agreement shall be set forth in the successor collective bargaining agreement between the parties.

I. DURATION: July 1, 2016 through June 30, 2019;

II. COMPENSATION

A. Salary:

1. Annual Raise

- a. July 1st 2016: 2%
- b. July 1st 2017: 2%
- c. July 1st 2018: 2%

	July 1, 2016	July 1, 2017	July 1, 2018
Captain	\$ 127,818.06	\$ 130,374.42	\$ 132,981.91
Battalion Chief	\$ 143,695.44	\$ 146,569.35	\$ 149,500.74

Deputy Chief	\$ 164,524.56	\$ 167,815.05	\$ 171,171.35
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III. HEALTH INSURANCE

- a. Mandatory Generic- Requires the member to pay the difference between generic and brand (if generic is available) unless the script is dispensed as brand is medically required

IV. VACATION

- a. Section J "Summer Period" shall now read: June 15th - September 15th
 - i. Prior agreement read: June 20th - September 7th
- b. Add Section to include: All Vacations shall be completed and submitted by February 1st to the Chief of the Department.
 - i. Vacations shall be submitted to the Deputy Chief for review 2 weeks before February 1st
 - ii. 5th and 6th summer days may be allowed after review of all vacations, by the Chief of the Department and Directors approval.

V. MUTUAL SWAPS

- a. shall increase to 8 per year.
- b. Prior agreement was 6 per year.

VI. Should any provision of this Agreement be declared or determined by any court to be illegal or invalid, the validity of the remaining parts, terms or provisions shall not be affected thereby and said illegal or invalid part, term or provision shall be deemed not to be part of this Agreement.

This Agreement is subject to the approval and ratification of the Board of Commissioners of the Regional and members of the FOA and is non-binding until fully ratified. The above provisions shall be included in the successor Collective Negotiations Agreement between the parties from July 1, 2016 through June 30, 2019. Any other terms and conditions contained in the