

**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 1<sup>st</sup> day of January, 2023 (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 current CBA expired on December 31, 2022; 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**WHEREAS**, the prior offers/proposals of the Parties are hereby withdrawn; and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 2023-2026; and

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

**NOW, THEREFORE**, 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, 2023 and ends December 31, 2026, at which time negotiations for a successor agreement covering the terms and conditions of employment for all sworn members of the HFD ("Members") shall commence.
2. Except as this MOA shall otherwise provide, the terms of the current CBA shall continue.
3. This Agreement is subject to ratification by the membership of Association and the Mayor & Council of the Town.
4. The following terms are agreed to between the Parties:
  - a. Term. The CBA shall be for a 4-year period, commencing 01/01/2023 and ending 12/31/2026. The Town and the Association shall meet prior to 12/31/2026 for the purposes of negotiating the terms for a successor agreement.
  - b. Longevity Pay. For all Members hired on or after 12/28/2016, eliminate longevity.
  - c. Salaries. See attached Schedule of Salaries.
    - i. All Members with EMT certification shall receive an EMT Differential of 8% on the base salaries set forth on the attached Schedule of Salaries.
    - ii. Effective 01/01/2023, eliminate the EMS Stipend for all Members.
  - d. Vacation Reduction. Effective 01/01/2023, permanently reduce the annual vacation allotment for all Members by 7 (12-hour) days.<sup>a</sup> This vacation reduction shall not affect the longevity vacation days provisions of the CBA.
  - e. Salary increases, EMS Stipend elimination, and vacation reduction for 2023 are to be retroactive to 01/01/2023, except there will be no retroactive pay for OT or acting pay that was paid prior to the date of the salary change (i.e., the date of the first regular pay that has the new salaries).

<sup>a</sup> At the option of the Association, to be communicated in writing to the Town no later than 02/28/2023, the annual vacation allotment reduction may instead be as follows: 6 (12-hour) days for Firefighters; 7 (12-hour) days for Fire Captains; and 8 (12-hour) days for Battalion Fire Chiefs.

**SALARIES (BASE BEFORE EMT DIFFERENTIAL OF 8%)**

**FIRE FIGHTER - Hired Before 01/01/2017**

<u>Title</u>	<u>Step</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
Fire Fighter	Top Step	\$ 106,100	\$ 108,222	\$ 110,386	\$ 112,594

**FIRE FIGHTER - Hired After 12/31/2016**

<u>Title</u>	<u>Step</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
Fire Fighter	Begin Year 1	\$ 43,797	\$ 44,673	\$ 45,566	\$ 46,477
Fire Fighter	Begin Year 2	\$ 49,460	\$ 50,449	\$ 51,458	\$ 52,487
Fire Fighter	Begin Year 3	\$ 55,123	\$ 56,225	\$ 57,350	\$ 58,497
Fire Fighter	Begin Year 4	\$ 60,785	\$ 62,001	\$ 63,241	\$ 64,506
Fire Fighter	Begin Year 5	\$ 66,447	\$ 67,776	\$ 69,132	\$ 70,515
Fire Fighter	Begin Year 6	\$ 72,111	\$ 73,553	\$ 75,024	\$ 76,524
Fire Fighter	Begin Year 7	\$ 77,773	\$ 79,328	\$ 80,915	\$ 82,533
Fire Fighter	Begin Year 8	\$ 83,436	\$ 85,105	\$ 86,807	\$ 88,543
Fire Fighter	Begin Year 9	\$ 89,098	\$ 90,880	\$ 92,698	\$ 94,552
Fire Fighter	Begin Year 10	\$ 94,761	\$ 96,656	\$ 98,589	\$ 100,561
Fire Fighter	Begin Year 11	\$ 100,424	\$ 102,432	\$ 104,481	\$ 106,571
Fire Fighter	Begin Year 12	\$ 106,100	\$ 108,222	\$ 110,386	\$ 112,594

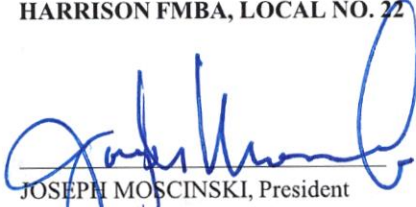
**SUPERVISORS**

<u>Supervision/Title</u>	<u>Step</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
2 <sup>nd</sup> Level / BFC	Begin Year 1	\$ 133,250	\$ 135,915	\$ 138,633	\$ 141,406
2 <sup>nd</sup> Level / BFC	Begin Year 2	\$ 139,400	\$ 142,188	\$ 145,032	\$ 147,933
1 <sup>st</sup> Level / Capt.	Begin Year 1	\$ 116,600	\$ 118,932	\$ 121,311	\$ 123,737
1 <sup>st</sup> Level / Capt.	Begin Year 2	\$ 127,100	\$ 129,642	\$ 132,235	\$ 134,880

- f. Current CBA Terms and Conditions. All of the terms and conditions set forth in the current CBA 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 FMBA, LOCAL NO. 22

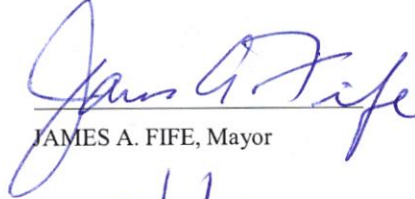


JOSEPH MOSCINSKI, President

Dated:

3/1/23

TOWN OF HARRISON



JAMES A. FIFE, Mayor

Dated:

3/1/23