

CITY OF CAPE MAY, COUNTY OF CAPE MAY, STATE OF NEW JERSEY

RESOLUTION NO. 92-03-2022

**RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT
BETWEEN THE CITY OF CAPE MAY AND THE I.A.F.F. LOCAL 3495**

WHEREAS, the City of Cape May (the “City”) and the I.A.F.F. LOCAL 3495 the representative of the firefighters bargaining unit (“IAFF”) have a collective bargaining agreement with of term through December 31, 2020;

WHEREAS, the City and the IAFF, have engaged in collective bargaining negotiations pursuant to N.J.S.A. 34:13A-1 et. seq.;

WHEREAS, the City and the IAFF have reached a Memorandum of Agreement providing for a successor collective bargaining agreement. The Memorandum of Agreement, which has been executed by the IAFF, is attached hereto as EXHIBIT A and incorporated herein by reference;

WHEREAS, the City Council has reviewed the Memorandum of Agreement and desires to enter into a successor Collective Bargaining Agreement with the IAFF for the term of January 1, 2021 to December 31, 2024, which shall be consistent with the attached Memorandum of Agreement;

NOW, THEREFORE BE IT RESOLVED that the governing body of the City of Cape May as follows:

1. City Council hereby approves the terms and conditions set forth in the attached Memorandum of Agreement between the City and the IAFF;
2. The terms and conditions set forth in the attached Memorandum of Agreement shall be incorporated into the successor Collective Bargaining Agreement between the City and the IAFF;
3. The City Manager or his designee is hereby authorized to sign the successor Collective Bargaining Agreement between the City and the IAFF, consistent with the terms and conditions of the attached Memorandum of Agreement.
4. This Resolution shall take effect immediately, according to law.

I, Erin C. Burke, City Clerk of the City of Cape May, County of Cape May, State of New Jersey, do hereby certify the foregoing is a correct and true original Resolution adopted by the City Council of the City of Cape May at a meeting held on March 1, 2022.



Erin C. Burke, City Clerk

Roll Call	Ayes	Nays	Absent	Abstain	Motion	Second
Baldwin	X					X
Meier	X				X	
Sheehan		X				
Yeager	X					
Mullock	X					

THE CITY OF CAPE MAY
AND THE I.A.F.F. LOCAL 3495
MEMORANDUM OF AGREEMENT

February 14, 2022

The City of Cape May (City) and the I.A.F.F. Local 3495 (IAFF) agree that the following sets forth the material terms to be recommended by the negotiating teams for ratification by the City Council and for ratification by the IAFF membership:

1. A 4-year contract term from January 1, 2021 through December 31, 2024;
2. Salary increases shall be in accordance with the new Salary Guide, attached hereto as Exhibit A, and shall be retroactive to January 1, 2021.
3. Rank Differential. Beginning January 1, 2022, the parties shall maintain a minimum \$3,000 salary differential between the Step 18 salary and the salary provided to Lieutenants.
4. Article 5(A), Vacations. The following language in Article 5(A) shall be amended as follows:

Employees shall take vacations in increments of no less than twenty-four (24) hours. ~~work weeks consisting of seventy-two (72) scheduled work hours.~~ Regardless of the number of scheduled work hours in a vacation day week, ~~seventy-two (72)~~ twenty-four (24) hours shall be deducted from an employee's vacation leave balance. In the event an employee does not have ~~72~~ 24 hours remaining in their bank, the employee shall take the remaining hours all at once.

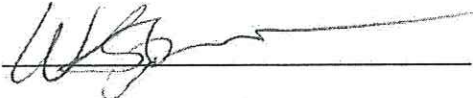
5. Article 8, Holiday Pay. The four (4) firefighters who currently receive Holiday Pay will have their Holiday Pay rolled into their base salary, which is reflected in a separate section of the new Salary Guide, attached hereto as Exhibit A. Those four (4) firefighters will no longer receive Holiday Pay, but their base salaries will be permanently increased from the roll-in. Consistent with Article 8 of the Agreement, the remaining firefighters will not be eligible for Holiday Pay. However, they will still receive time-and-one-half for hours actually worked on a holiday, in accordance with Article 8(B).
6. Article 12(C), Clothing Allowance. Article 12(C) shall be amended as follows:

In addition to any other benefits contained in this Article, each uniformed firefighter shall be paid the sum of ~~One Thousand (\$1,000)~~

One-Thousand Five-Hundred (\$1,500) Dollars annually for the purchase and maintenance, including cleaning, of uniforms and equipment in compliance with current OSHA/PEOSHA standards.

7. Title Recognition. The title of Deputy Chief shall be severed from the bargaining unit. Where applicable, the new Collective Bargaining Agreement will be amended to reflect this change.
8. Upon ratification of this Memorandum of Agreement by the City and the IAFF, the successor Collective Bargaining Agreement will be revised to reflect the above terms.

IAFF Local 3495



Name: William SZEMCSAK

Date: 2-15-2022

City of Cape May, New Jersey



Name: Zack Mullock

Date: 3/7/22



ERIN BURKE
3/7/2022