

**Memorandum Of Agreement  
Between  
The Township of West Orange  
&  
The West Orange Fire Superior Officers Association  
August 5, 2022**


The negotiation committees of the Township of West Orange, New Jersey and West Orange Fire Superior Officer Association agree to the terms of this Memorandum of Agreement, as set forth below.

All other language in the contract that expires December 31, 2022 shall continue in the new contract and will remain the status quo except the following:

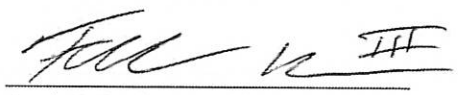
1. Duration: January 1, 2023 through December 31, 2023
  2. All base salaries will increase by 3% effective January 1, 2023.
- The parties acknowledge that these terms and conditions are subject to ratification.
  - All parties agree to recommend these terms and conditions to their respective constituents for ratification.
  - All issues agreed to herein shall be incorporated in the new agreement.
  - All issues not mentioned herein are withdrawn for consideration in this agreement.
  - The terms of this Memorandum of Agreement shall not impact or otherwise apply to any other grievance, unfair practice charge, appeals, or other matters currently pending.

Signatures: Dated August 5, 2022

For the Township of West Orange:

  
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John O. Gross, Business Administrator  
Township of West Orange

West Orange Fire Superior Officer Association:

  
\_\_\_\_\_  
Frank Noborine, President  
West Orange Fire Superior Officer Association