

CITY COUNCIL

The City of Orange Township, New Jersey

DATE October 19, 2004

NUMBER 372-2004

TITLE:


A RESOLUTION AUTHORIZING RATIFICATION OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF ORANGE TOWNSHIP AND THE ORANGE FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION.

WHEREAS, the City of Orange Township and the Orange Firemen's Mutual Benevolent Association concluded negotiations of the collective bargaining agreement for the period January 1, 2002 to December 31, 2005, which succeeds the collective bargaining agreement that expired on December 31, 2001 (the "Prior Collective Bargaining Agreement"); and

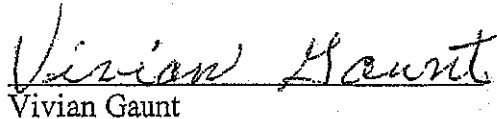
WHEREAS, the attached Memorandum of Agreement that modifies, amends and supplements the Prior Collective Bargaining Agreement (collectively referred to herein as the "New Collective Bargaining Agreement"), reflects the agreement between the City of Orange Township and the Orange Firemen's Mutual Benevolent Association for the period commencing January 1, 2002 and ending on December 31, 2005;

NOW, THEREFORE, BE IT RESOLVED by the Municipal Council of the City of Orange Township that the New Collective Bargaining Agreement between the City of Orange Township and the Orange Firemen's Mutual Benevolent Association is hereby ratified and approved.

Adopted: **October 19, 2004**



Shirley Bailey
Acting Deputy Municipal Clerk



Vivian Gaunt
Council President

REGULAR MEETING - OCTOBER 19, 2004
CONSENT AGENDA

MOTION TO ADOPT: Eason Second: Lewis

YEAS: Eason, Lewis, Peters, Rimes, Vandermeer, Williams & Council President Gaunt

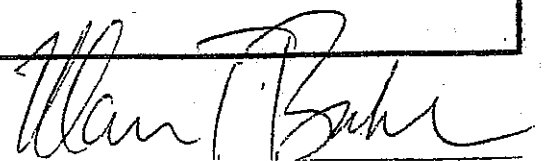
NAYS: None

NO VOTE: None

ABSTENTIONS: None

ABSENCES: None

VOTES: Seven Yeas, No Nays, No No Vote, No Abstentions and No Absence



MEMORANDUM OF AGREEMENT

The **CITY OF ORANGE** and the **ORANGE FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION** negotiations committees agree to recommend the following settlement:

1. DURATION: January 1, 2002 to December 31, 2005

2. WAGES:

January 1, 2002	3%
July 1, 2002	1%
January 1, 2003	3%
July 1, 2003	1%
January 1, 2004	3%
July 1, 2004	1%
January 1, 2005	3%
July 1, 2005	1%

New employees: Effective January 1, 2004, the starting salary for new hires shall be \$25,000. All newly hired employees shall be subject to an eleven (11) step salary guide. The step differential for new hires shall be ten (10) percent of the annual salary each year. Upon commencement of the eleventh (11th) step of the salary guide, the salary of employees hired after January 1, 2004 shall be matched with the base salary of employees hired before January 1, 2004. In addition, unless specifically excluded by agreement, these employees shall also be entitled to receive annual negotiated salary increases.

3. HEALTH BENEFITS:

a. Prescription Co-Payments

- i. Current Employees: \$5 generic, \$10 brand name
- ii. New Employees: \$10 generic, \$20 brand name

b. Retirees shall receive prescription benefits pursuant to the State Health Benefits Program as issued through PFRS

c. New Employees shall pay the difference between the premium costs of the traditional plan and NJ Plus in accordance with the State Health Benefits Program for dependent coverage.

4. Annual leave shall be prorated in an employee's last year of employment.

5. The current "126" calendar day period for terminal leave shall be reduced to "120" for new employees effective upon the ratification and approval of the MOA.

6. VACATION:

a. New employees shall receive an annual vacation allotment in the following manner:

i. Year 1	96 hours
ii. Years 2 thru 6	120 hours
iii. Years 7 thru 15	158 hours
iv. Years 16 thru 20	288 hours
v. Years 21+	312 hours

CITY OF ORANGE

ORANGE FMBA

Dated: _____