

**RESOLUTION RATIFYING THE MEMORANDUM OF AGREEMENT BETWEEN  
THE CITY OF PERTH AMBOY AND THE PERTH AMBOY UNIFORMED FIRE  
FIGHTERS ASSOCIATION, LOCAL NO. 286, AFFILIATED WITH THE I.A.F.F.,  
A.F.L.-C.I.O. AND APPROVING A CONTRACT FOR THE PERIOD JANUARY 1, 2019  
TO DECEMBER 31, 2022**

**WHEREAS**, the administration of the City of Perth Amboy has agreed by way of the Memorandum of Agreement, a copy of which is attached hereto, to recommend to the City Council that said Memorandum be approved and ratified; and

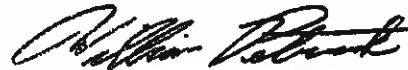
**WHEREAS**, lengthy negotiations have taken place, and culminated in the terms set forth in the Memorandum of Agreement; and

**WHEREAS**, said terms represent a fair and equitable resolution for both parties, and the citizens of the City of Perth Amboy.

**NOW, THEREFORE, IT IS HEREBY RESOLVED BY THE COUNCIL OF THE CITY OF PERTH AMBOY:**

1. That the aforesaid Memorandum of Agreement between the City of Perth Amboy and the Perth Amboy Uniformed Fire Fighters Association, Local No. 286, Affiliated with the I.A.F.F., A.F.L.-C.I.O. is hereby ratified and approved.

2. That the proper City officials are hereby authorized to execute a contract with the Perth Amboy Uniformed Fire Fighters Association, Local No. 286, Affiliated with the I.A.F.F., A.F.L.-C.I.O. which reflects modifications to the Contract ending December 31, 2018, as set forth in the Memorandum of Agreement referred to herein, for the new contract period of January 1, 2019 to December 31, 2022.



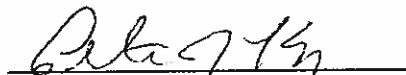
WILLIAM A. PETRICK  
Council President



VICTORIA ANN KUPSCH  
City Clerk

Dated: February 26, 2020

APPROVED AS TO FORM:



PETER J. KING  
Director of Law

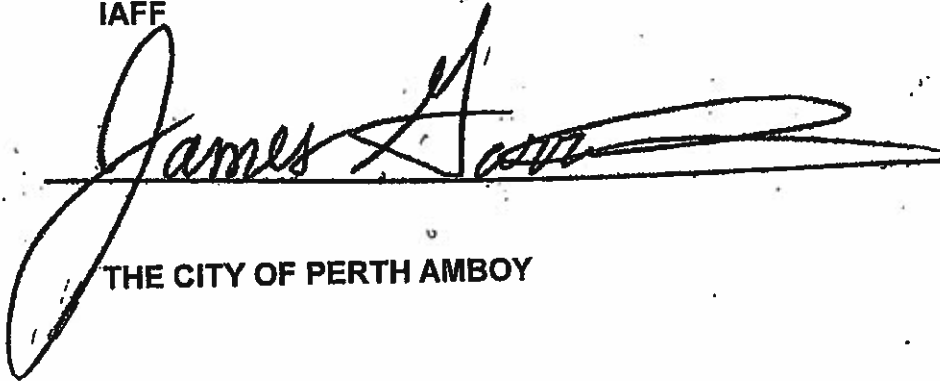
**MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF PERTH AMBOY AND  
PERTH AMBOY UNIFORMED FIRE FIGHTERS ASSOCIATION AND LOCAL 286,  
IAFF**

1. Duration: January 1, 2019 through December 31, 2022.
2. January 1, 2019 eliminate current step one on guide 3 and current step 2 becomes step one on guide 3. Steps renumbered accordingly.
3. Add new step onto guide 3 between current FF 1<sup>st</sup> grade step 9 and senior FF 1 step 10, which shall be the mid-point between those steps in 2019, 2020, 2021, and 2022.
4. Firefighters continue to move through the steps on their anniversary date. 2018 salary guide shall increase by 1.5% retroactive to January 1, 2019.
5. January 1, 2020 1.5% across the board increase. Firefighters continue to move through the steps on their anniversary date.
6. January 1, 2021 1.5% across the board increase. Firefighters continue to move through the steps on their anniversary date.
7. January 1, 2022 1.5% across the board increase. Firefighters continue to move through the steps on their anniversary date.
8. Add the following language to the CNA: If the City offers the IAFF a reasonable number of negotiation dates prior to June 1, 2022 and negotiations do not commence prior to June 1<sup>st</sup>, post expiration increments where due shall not be paid until a new CNA is executed.
9. All executed "TOK'S" shall be part of this MOA and deemed part of the CNA. All proposals not included herein are deemed withdrawn.

**This memorandum of agreement is subject to ratification by the respective parties.  
The negotiators for these parties agree to recommend the ratification of this MOA.  
Arbitrator Ira Cure shall retain jurisdiction of this matter in the event either party  
fails to ratify this agreement.**

**Accepted and Agreed**

**PERTH AMBOY UNIFORMED FIRE FIGHTERS ASSOCIATION AND LOCAL 286,  
IAFF**

  
\_\_\_\_\_

**THE CITY OF PERTH AMBOY**

\_\_\_\_\_

**AN ORDINANCE  
1935-2020**

**AN ORDINANCE TO AMEND AN ORDINANCE ENTITLED "ORDINANCE FIXING AND ESTABLISHING A SCHEDULE OF SALARIES AND SALARY RANGES AND INCREMENTS FOR OFFICERS AND EMPLOYEES OF THE CITY OF PERTH AMBOY" (ORDINANCE NO. 218-79 AS AMENDED ADOPTED JULY 3, 1979.**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF PERTH AMBOY:**

**SECTION 1.** That Section 1 – SCHEDULES, so far as it relates to Perth Amboy Uniformed Fire Fighters Association, Local No. 286, Affiliated with the I.A.F.F., A.F.L.-C.I.O. is hereby amended as follows:

**Employees hired before July 1, 2015:**

	<u>Year of Service</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>	<u>1/1/2022</u>
FF 8 <sup>th</sup> Grade	1	32,562	33,051	33,546	34,050
FF 7 <sup>th</sup> Grade	2	39,851	40,449	41,055	41,671
FF 6 <sup>th</sup> Grade	3	47,139	47,846	48,564	49,293
FF 5 <sup>th</sup> Grade	4	54,428	55,244	56,073	56,914
FF 4 <sup>th</sup> Grade	5	61,716	62,642	63,582	64,535
FF 3 <sup>rd</sup> Grade	6	69,005	70,040	71,091	72,157
FF 2 <sup>nd</sup> Grade	7	76,293	77,438	78,599	79,778
FF 1 <sup>st</sup> Grade	8	83,582	84,836	86,108	87,400
Sr. FF I	9	88,594	89,923	91,272	92,641
Sr. FF II	16	95,065	96,491	97,938	99,407
Train Officer	n/a	97,353	98,813	100,295	101,800

**Employees hired after July 1, 2015 and before July 1, 2019**

	<u>Year of Service</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>	<u>1/1/2022</u>
FF 9 <sup>th</sup> Grade	1	35,246	35,775	36,312	36,857
FF 8 <sup>th</sup> Grade	2	41,289	41,908	42,536	43,175
FF 7 <sup>th</sup> Grade	3	47,330	48,040	48,761	49,492
FF 6 <sup>th</sup> Grade	4	53,371	54,172	54,985	55,809
FF 5 <sup>th</sup> Grade	5	59,414	60,305	61,210	62,128
FF 4 <sup>th</sup> Grade	6	65,455	66,437	67,434	68,445
FF 3 <sup>rd</sup> Grade	7	71,498	72,570	73,659	74,764
FF 2 <sup>nd</sup> Grade	8	77,539	78,702	79,883	81,081
FF 1 <sup>st</sup> Grade	9	83,582	84,836	86,108	87,400
Sr. FF I	10	88,594	89,923	91,272	92,641
Sr. FF II	16	95,065	96,491	97,938	99,407
Train Officer	n/a	97,353	98,813	100,295	101,800

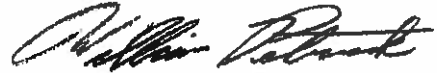
**Employees Hired After July 1, 2019:**

	<u>Year of Service</u>	<u>1/1/2019</u>	<u>1/1/2020</u>	<u>1/1/2021</u>	<u>1/1/2022</u>
FF 9 <sup>th</sup> Grade	1	41,289	41,908	42,536	43,175
FF 8 <sup>th</sup> Grade	2	47,330	48,040	48,761	49,492
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FF 2 <sup>nd</sup> Grade	8	83,582	84,836	86,108	87,400
FF 1 <sup>st</sup> Grade	9	86,088	87,379	88,690	90,020
Sr. FF I	10	88,594	89,923	91,272	92,641
Sr. FF II	16	95,065	96,491	97,938	99,407
Train Officer	n/a	97,353	98,813	100,295	101,800

**SECTION 2.** All ordinances or parts of ordinances inconsistent with or in conflict with this Ordinance are hereby repealed to the extent of such inconsistency.

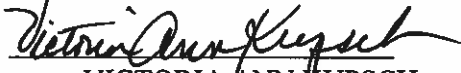
**SECTION 3.** The provisions of this Ordinance are declared to be severable, and if any section, subsection, sentence, clause or phrase hereof shall, for any reason, be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, subsections, sentence, clause or phrase of this Ordinance, but they shall remain in effect, it being the legislative intent that this Ordinance shall stand notwithstanding the invalidity of any part.

**SECTION 4.** All ordinances or parts of ordinances inconsistent with or in conflict with this Ordinance are hereby repealed to the extent of such inconsistency.



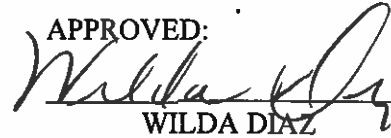
WILLIAM A. PETRICK  
Council President

ATTEST:



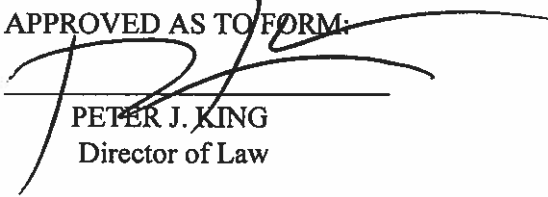
VICTORIA ANN KUPSCH  
City Clerk

APPROVED:



WILDA DIAZ  
Mayor

APPROVED AS TO FORM:



PETER J. KING  
Director of Law

Adopted on First Reading: **February 26, 2020**

Published in The Home News Tribune: **March 1, 2020**

Adopted on Second Reading: **March 11, 2020**

Published in The Home News Tribune: **March 15, 2020**