

Fire District No. 3

Township of Hanover, County of Morris

JULY 17, 2025

RESOLUTION AUTHORIZING MEMORANDUM OF AGREEMENT BETWEEN THE FIRE DISTRICT AND FMBA LOCAL 109

RESOLUTION 25-07-17-80

WHEREAS, the Board of Fire Commissioners has entered into negotiations in earnest with FMBA Local 109 membership relevant to adding certain terms and conditions to the Collective Bargaining Agreement, specific Hours of work, and Scheduling

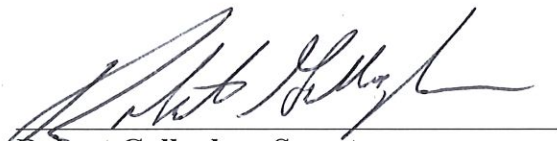
WHEREAS, whereas all parties of these negotiations are desirous of adopting a Memorandum of Agreement, memorializing these changes to the hours of work section, and tour schedule

WHEREAS, the attached Memorandum of Agreement has been agreed upon by the parties named herein, and

NOW THEREFORE, BE IT RESOLVED BY THE COMMISSIONERS OF FIRE DISTRICT No. 3, TOWNSHIP OF HANOVER, COUNTY OF MORRIS, STATE OF NEW JERSEY as follows:

1. The Chairperson or her designee is hereby authorized to execute the attached MOA, or any revision thereof as amended by counsel, and
2. Said MOA shall become effective on August 7, 2025.

It is hereby certified that this resolution is adopted by the Board of Fire Commissioners on this the 17th day of **July, 2025**.


Robert Gallagher, Secretary

Fire District No. 3

TOWNSHIP OF HANOVER, COUNTY OF MORRIS

Certification

I, **Robert Gallagher**, **Secretary** of the Board of Fire Commissioners of Fire District No. 3, Township of Hanover, County of Morris, State of New Jersey, hereby certify that the Commissioners at a meeting held on the 17th day of **July, 2025** duly adopted the attached resolution;

25-07-17-80 RESOLUTION AUTHORIZING SIGNING OF MOA WITH LOCAL 109

This resolution was introduced by Commissioner

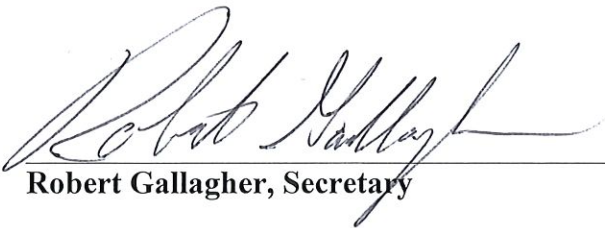
☐ DeSimone ☐ Dugan, Sr. ☐ Gallagher ☒ Harrington ☐ Keyser

and was seconded by Commissioner

☒ DeSimone ☐ Dugan, Sr. ☐ Gallagher ☐ Harrington ☐ Keyser

Record of the Vote

	DeSimone	Dugan, Sr.	Gallagher	Harrington	Keyser
Yes					
No					
Abstain					
Absent					


Robert Gallagher, Secretary

MEMORANDUM OF AGREEMENT

Between

New Jersey Firemen's Mutual Benevolent Association Local 109

and

Hanover Township Fire District No. 3

For the Collective Bargaining Agreement Covering the Period
January 1, 2024 through December 31, 2027

ARTICLE VI HOURS OF WORK

Standard Hours of Work

The standard hours of work for employees covered by this Agreement shall be based on a 24/72 schedule, whereby employees work 24 consecutive hours followed by 72 consecutive hours off. However, the District retains its managerial rights to modify the work schedule to any approved alternative schedule as necessary to meet the operational needs of the District. Any changes to the work schedule shall be made upon the recommendation of the Chief and shall only be implemented if deemed necessary. The Union shall be properly notified, and employees shall receive no less than twenty-one (21) calendar days' notice prior to the effective date of any schedule change.

- Tour Schedule – 24 Hours On / 72 Hours Off
- Two (2) members on shift unless otherwise specified:
 - Tour 1: 0600–0600 — Three (3) FF/EMTs
 - Tour 2: 0600–0600 — Two (2) FF/EMTs
 - Tour 3: 0600–0600 — Three (3) FF/EMTs
 - Tour 4: 0600–0600 — Two (2) FF/EMTs
- Additional Notes:
 - Employees hired on or after January 1, 2024, shall be subject to schedule changes with a minimum of forty-eight (48) hours' notice.
 - Members are asked to submit scheduled Paid Time Off (PTO) requests at least fourteen (14) days in advance.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Agreement to be executed by their duly authorized representatives

For Hanover Township Fire District No. 3:

Gary Keyser, Chairman

Signature: 

Date: 7/18/25

For NJ FMBA Local 109:

Nicholas DiGiacomo, Vice President

Signature: 

Date: 7/18/25