

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement sets forth the material terms of a three year successor Agreement, July 1, 2017-June 30, 2020, between the Town of Medfield (“Town”) and the Medfield Permanent Firefighters Association, Local 4478 (“Union”), which the parties' negotiating teams have reached in the process of negotiations and the Union membership and Medfield Board of Selectmen have ratified.

If the incremental cost items set forth in item 1. VI. CLASSIFICATION OF POSITION

AND PAY SCHEDULE are funded by Town Meeting in accordance with M.G.L. c. 150E, a new integrated Collective Bargaining Agreement (“CBA”) shall be prepared which incorporates the material terms (which have not been rendered moot) of the parties' last fully integrated and signed CBA (July 1, 2014- June 30, 2017) and any other interim agreement(s) into a new fully integrated CBA that includes the changes in item 1. If Town Meeting does not fund the incremental cost items in item 1, the Agreement shall be deemed void and both parties will be free to return to their prior bargaining positions, and it shall not be admissible in any proceeding.

Item 2. NEW ADVANCED LIFE SUPPORT SERVICES ARTICLE, it will be treated differently than Item 1. It is subject to separate funding under any related April 30, 2018 Town Meeting vote and any related override vote required for the funding. (“ALS funding votes”) as a condition of it binding on the Town and having it included in the new July 1, 2017-June 30, 2020 CBA. If any or all of those separate funding requirements are not successful, it will be the Town's option as to whether to implement the ALS Article in part or whole and/or whether to continue bargaining about transitioning the Fire Department to

an ALS level of service.

1. VI. CLASSIFICATION OF POSITION AND PAY SCHEDULE

- a. Effective the first full pay period after July 1, 2017, increase the base salary schedule by 2%(two percent)
- b. Effective the first full pay period after July 1, 2018, increase the base salary schedule by 2%(two percent)
- c. Effective the first full pay period after July 1, 2019, increase the base salary schedule by 2%(two percent).
- d. Effective July 1, 2017, increase the annual (calendar year) EMT B Stipend from \$1,500 to \$2,000.
- e. Effective July 1, 2017, increase the annual (calendar year) EMT-I Stipend from \$3,000 to \$4,000.

FIREFIGHTER/EMT

FF/EMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/1/2017	23.91	24.64	25.35	26.13	26.91	27.74	28.54	29.39
7/1/2018	24.39	25.14	25.85	26.66	27.45	28.30	29.11	29.97
7/1/2019	24.87	25.64	26.37	27.19	27.99	28.86	29.69	30.57

LIEUTENANT/FF/EMT

LT/FF/EMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
7/1/2017	27.74	28.57	29.28	30.02	30.92	31.84
7/1/2018	28.29	29.14	29.87	30.62	31.53	32.48
7/1/2019	28.86	29.72	30.47	31.23	32.17	33.13

2. NEW ADVANCED LIFE SUPPORT SERVICES ARTICLE

ALS Stipends

- a. In anticipation of the Fire Department transitioning to an Advanced Life Support Services Department (“ALS”): Effective July 1, 2018, a calendar year

stipend of \$7,500 for maintaining an EMT-P (Paramedic) certification will be established.

- b. In anticipation of the Fire Department transitioning to an Advanced Life Support Services Department (“ALS”): Effective July 1, 2018, the EMS Coordinator position will be replaced with an ALS/EMS Coordinator position and a calendar year stipend of \$3,000 will be established for the position.
- c. **EMT-P TRAINING AND BENEFITS FOR MEMBERS HIRED BEFORE JULY 1, 2017 WHO BECOME PARAMEDICS UNDER THE PROGRAM OFFERED BY THE TOWN**

Members of the bargaining unit hired before **July 1, 2017 can volunteer** for the training under the terms of this article by submitting a written request to the Fire Chief on or before **June 30, 2020**. The Town will pay all tuition costs, fees and training materials related to the training and certification as required by the Commonwealth of Massachusetts and Medical Control. (“tuition costs”).

The Fire Chief will review candidates and determine the order and schedule for members to participate in a training program approved by the Fire Chief, with the approval of the Department’s **Medical Control Director. The Union will be consulted, but the Fire Chief shall have the final decision.**

If the **member’s regularly scheduled day portion or night portion of a shift** conflicts with classroom training, the Chief shall excuse the Paramedic candidate from the **day portion or night portion affected, but the candidate will be required to work the other portion.** A Paramedic candidate will be excused from all shifts for 24 hours preceding a scheduled Commonwealth of Massachusetts certification exam and/or practical examination.

If only one member hired before July 1, 2017 undertakes the training and earns certification as an EMT-P no later than May 31, 2021, the member will be eligible for a one time paramedic completion bonus of \$5,000 paid out in equal increments in the member's bi-weekly pay check in 26 consecutive paychecks. If at least 2 (two) members hired before July 1, 2017 undertake the training and earn certification as an EMT-P no later than May 31, 2021, each of the members who do so shall be eligible for a one time paramedic completion bonus of \$15,000 paid out in equal increments in the member's bi-weekly pay check in 26 consecutive paychecks. The paramedic completion bonus will be paid out beginning when the Department is providing licensed ALS services and provided that the member eligible for the bonus meets the member's other obligations under this article.

A member who requests an opportunity to obtain EMT-P certification and is provided with that opportunity by the Department, but then fails to obtain certification by **May 31, 2021** shall be required to reimburse the Town an amount not to exceed the total of the tuition costs, including under a reimbursement schedule of pay deductions determined by the Town **not to exceed \$100 per paycheck**, by withholding **the balance of** any amounts due the member upon separation of employment with the Town **and/or, after separation, by collecting the balance by other means.**

A member who leaves the employment of the Town without providing at least 10 consecutive years of EMT-P service once the Department begins providing ALS services shall be required to reimburse the Town an amount not to exceed the total of the tuition costs, including on a reimbursement schedule of pay deductions **not to exceed \$100 per paycheck**, by withholding

the balance of any amounts due the member upon separation of employment with the Town and/or, after separation, **by collecting the balance by other means. In the discretion of the Town, including because of circumstances beyond the member's control, the reimbursement amount can be pro-rated.**

Unless there are mitigating circumstances, as determined in the exclusive discretion of the Chief, **a member hired before July 1, 2017 will be given one opportunity to obtain the EMT-P certification under the terms set forth above.** This shall not preclude a member from trying to earn certification on his/her own.

Members who earn certification as an EMT-P shall maintain that certification and provide Paramedic services as a condition of their continued employment with the Medfield Fire Department.

EMT-P CERTIFICATION CONTINUES TO BE A CONDITION OF EMPLOYMENT FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 2014

Having and maintaining a Massachusetts license as a Paramedic shall **continue to** be a condition of employment for anyone hired into the bargaining unit on or after **July 1, 2014.**

Annual EMT-P compensation

In addition to their regular pay, **effective July 1, 2018, an** EMT-P shall receive a stipend of **\$7,500 (seven thousand and five hundred dollars)** for the entire calendar year to be paid in the first pay period of December. The stipend shall be pro-rated for any portion of the calendar year

during which services are provided. The stipend will compensate the EMT-P for providing the services and maintaining the EMT-P certification. **The stipend will not be included in the calculation of any other compensation, including the overtime rate.**

Shift assignments and overtime

Shift assignments can be made, or changed, in the exclusive discretion of the Chief, including to allow for sufficient EMT-P's to be regularly scheduled at any time to meet minimum ALS licensing requirements and to allow for the most efficient way to schedule those EMT-P's to provide those ALS services. **To the extent necessary to meet minimum ALS licensing requirements, the Chief will have the right to offer overtime first to EMT-P's and, if no EMT-P volunteers for the overtime, to hold over an on-duty EMT-P and/or order in off-duty EMT-P on a rotating basis.**

ALS Coordinator

The Chief may assign an EMT-P to perform ALS/EMS Coordinator duties determined by the Chief, including those duties currently performed by the EMS Coordinator. **Effective July 1, 2018, the ALS/EMS Coordinator shall receive a stipend of \$3,000.** The stipend shall be pro-rated for any portion of the calendar year during which services are provided. The stipend will compensate the ALS/EMS Coordinator for all duties assigned by the Chief related to the Department providing ALS/EMS services. The stipend will not be included in the calculation of any other compensation including the overtime rate.

MEMORANDUM OF AGREEMENT SIGNATURE PAGE

**MEDFIELD PERMANENT
FIREFIGHTERS ASSOCIATION
LOCAL 4478, IAFF, AFL-CIO**

TOWN OF MEDFIELD

Chris McGuire 4/25/18
M. G. P. 4/25/18
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