

MEMORANDUM OF AGREEMENT
between
TOWN OF MEDFIELD
and
MEDFIELD PERMANENT FIREFIGHTERS ASSOCIATION
LOCAL 4478, IAFF, AFL-CIO

The Town of Medfield (“the Town”) and the Medfield Permanent Firefighter Association Local 4478, IAFF, AFL-CIO (“the Union”) hereby agree that the collective bargaining agreement between the Town and the Association will be extended for three years, July 1, 2022 through June 30, 2025, with the following changes agreed to by the parties’ negotiating teams and set forth below. The bargaining teams shall sponsor and support the ratification of this Agreement by the Union and the Board of Selectmen. Failing ratification by both parties’ principals, the Agreement shall be deemed void and both parties will be free to return to their prior bargaining positions. If ratified by both parties’ principals and funding for the economic items is appropriated by Town Meeting, a new comprehensive Collective Bargaining Agreement shall be drafted which incorporates the material terms of this Agreement into the unchanged provisions of the 2022 to 2025 Agreement.

1. **Amend Article XXVII:** Duration: July 1, 2022 to June 30, 2025

2. **Amend Article VI:** Classification of Positions and Pay Schedule:

c. **Salary Schedule**

- Effective the first full pay period after July 1, 2022 increase the base salary schedule of all members by 3%
- Effective the first full pay period after July 1, 2023 increase the base salary schedule for all members by 3%
- Effective the first full pay period after July 1, 2024 increase the base salary schedule for all members by 3%.
- Effective the first full pay period after July 1, 2022 the Cleaning Allowance of \$300 will be eliminated and rolled into base pay for all members.

FF/EMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/1/2022	\$ 27.65	\$ 28.45	\$ 29.22	\$ 30.08	\$ 30.92	\$ 31.84	\$ 32.70	\$ 33.63
7/1/2023	\$ 28.43	\$ 29.26	\$ 30.06	\$ 30.94	\$ 31.81	\$ 32.75	\$ 33.64	\$ 34.60
7/1/2024	\$ 29.25	\$ 30.10	\$ 30.92	\$ 31.82	\$ 32.72	\$ 33.69	\$ 34.61	\$ 35.59

FF/AEMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/1/2022	\$ 28.57	\$ 29.37	\$ 30.14	\$ 31.00	\$ 31.84	\$ 32.76	\$ 33.62	\$ 34.55
7/1/2023	\$ 29.35	\$ 30.18	\$ 30.98	\$ 31.86	\$ 32.73	\$ 33.67	\$ 34.56	\$ 35.52
7/1/2024	\$ 30.17	\$ 31.02	\$ 31.84	\$ 32.74	\$ 33.64	\$ 34.61	\$ 35.53	\$ 36.51

FF/MEDIC	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/1/2022	\$ 30.17	\$ 30.97	\$ 31.74	\$ 32.60	\$ 33.44	\$ 34.36	\$ 35.22	\$ 36.15
7/1/2023	\$ 30.95	\$ 31.78	\$ 32.58	\$ 33.46	\$ 34.33	\$ 35.27	\$ 36.16	\$ 37.12
7/1/2024	\$ 31.77	\$ 32.62	\$ 33.44	\$ 34.34	\$ 35.24	\$ 36.21	\$ 37.13	\$ 38.11

CAPT/EMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
7/1/2022	\$ 36.14	\$ 36.83	\$ 37.53	\$ 38.25	\$ 38.99	\$ 39.74
7/1/2023	\$ 37.19	\$ 37.90	\$ 38.62	\$ 39.36	\$ 40.11	\$ 40.89
7/1/2024	\$ 38.26	\$ 38.99	\$ 39.74	\$ 40.50	\$ 41.28	\$ 42.07

CAPT/AEMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
7/1/2022	\$ 37.06	\$ 37.75	\$ 38.45	\$ 39.17	\$ 39.91	\$ 40.66
7/1/2023	\$ 38.11	\$ 38.82	\$ 39.54	\$ 40.28	\$ 41.03	\$ 41.81
7/1/2024	\$ 39.18	\$ 39.91	\$ 40.66	\$ 41.42	\$ 42.20	\$ 42.99
CAPT/MEDIC	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
7/1/2022	\$ 38.66	\$ 39.35	\$ 40.05	\$ 40.77	\$ 41.51	\$ 42.26
7/1/2023	\$ 39.71	\$ 40.42	\$ 41.14	\$ 41.88	\$ 42.63	\$ 43.41
7/1/2024	\$ 40.78	\$ 41.51	\$ 42.26	\$ 43.02	\$ 43.80	\$ 44.59

3. Amend Article XI Personal Leave

Replace existing section with the following:

Effective July 1, 2022, members of the MPFA, upon completion of 30 days regular full-time employment, employees shall be allowed three (3) hours of personal time off with pay for each completed month of service. Such personal time must be taken within one (1) year of being earned, and scheduled with the approval of the Fire Chief. For purposes of administration, in subsequent years of employment after the first full year of employment, eligible employees will be credited with thirty six (36) hours of personal time, effective January first of each year.

4. Amend Article VIII Holidays

- Add Juneteenth to the list of holidays

5. Amend Article IX Vacations

Add the following new section:

- Vacation Buyback. MPFA Members with at least five (5) years of service in the Medfield Fire Department may be allowed to buyback up to ninety six (96) hours of vacation time at their regular hourly rate.

Members wishing to utilize the vacation buy back must notify the Fire Chief in writing by September 1st. Buyback shall be paid to the requesting member by September 30th. Vacation buy back shall not apply to any vacation leave carryover previously granted by the Fire Chief.

6. New Article: Article XXXI Physical Fitness Incentive

- A. Indoor Course will be developed by the Fire Chief with standards to be agreed upon by the Fire Chief and Union.
- B. Physical fitness incentive course will be offered twice a year in the months of October and May.
- C. Physical fitness incentive course shall be administered by the Fire Chief.
- D. Physical fitness incentive course is a pass/fail event.
- E. All members participating in the physical fitness incentive course shall be covered by the provision of Article XVIII of the collective bargaining agreement.
- F. Results of the physical fitness incentive course shall not be used for any other purpose than payment of the incentive stipend.
- G. Members are only eligible to receive the physical fitness incentive payment once per fiscal year.
- H. Members who successfully pass the physical fitness incentive in the respective fiscal year shall receive a \$500.00 incentive to be paid in the next payroll opportunity.

7. New Article: Article XXXII Residency Requirement

Town and Union recognize and accept the requirements of MGL Chapter 41, Section 99A relative to the residency requirements for Town of Medfield Firefighters/Captains. It is agreed by the parties that employees hired prior to July 1, 2022, who as of that date reside in a community beyond the 15 mile limit may continue to reside in their current communities, but may not relocate to any community whose distance to Medfield is greater than their current location. All other members hired after July 1, 2022 must adhere to the provisions of MGL Chapter 41, Section 99A as a condition of employment. For the purposes of this section, the fifteen (15) miles shall be measured from the closest Town of Medfield border to the closest border of the community of residence.

8. New Article: Article XXXIII Health Care Screening

The Town of Medfield will provide a once annual optional health care screening for all members. The company/vendor and list of health care screening options

will be chosen annually by the Fire Chief and the MPFA. Results of the screening are private to the member.

9. Amend Article V Grievance and Arbitration Procedure

Add Items in **Bold**

Step 1. The grievance shall be submitted to the Fire Chief. Within fourteen (14) calendar days, the Chief will meet with the Grievant and/or a representative of the MPFA, who shall provide him with any information in support of the grievance. **Fire Chief shall provide a response to the grievance in writing.** No allowing of a grievance or settlement of a grievance is binding on the Town unless approved by the Town Administrator.

Step 2. If no disposition of the grievance to the satisfaction of the employee has been made in fourteen (14) calendar days after presentation to the Chief, within fourteen (14) calendar days thereafter, the employee and representative of the MPFA shall give written notice to the Town Administrator reciting the intermediate steps taken and submitting a written statement of the grievance and within fourteen (14) calendar days the Town Administrator through its designee shall meet with the MPFA designee and the employee to discuss the matter. **Town Administrator shall provide a response to the grievance in writing.**

10. Amend Article VI Classification of Positions and Pay Schedule

Add Items in **Bold**

Firefighter Certification

Certification is the verification that a candidate has successfully completed an evaluation of his/her knowledge, skills and abilities against the national standard. To be eligible for the following certifications stipend, you must be certified to NFPA 1001 Firefighter 1 and 2 through Pro-Board or another governing body as approved by the Fire Chief. The maximum amount paid is \$1,000 annually and will be paid in the first pay period in December. The stipend will not be included in the calculation of any other compensation including the overtime rate.

Fire Officer 1	\$250.00
Fire Officer 2	\$250.00
Fire Instructor 1	\$250.00
Fire Instructor 2	\$250.00

11. Amend Article VI EMT Certification

Add Items in **Bold**

EMT Certification

Maintaining EMT certification is a condition of employment. Each member of the MPFA who maintains the EMT certification for the entire calendar year shall receive an EMT stipend.. EMT-P certification and Massachusetts license as a Paramedic is a condition of employment for all members hired on or after July 1, 2014. **Effective July 1, 2022 the Fire Chief may offer employment to a FF/Paramedic candidate still enrolled in Paramedic School. Successful completion of Paramedic certification and MA licensure must take place within six (6) months of date of hire.**

12. Amend Article VI EMT Certification and EMT-P Compensation

Replace Stipends with the following in **Bold**

Effective July 1, 2022 the stipends will be as follows:

EMT	\$3,000
AEMT	\$5,000
EMT-P	\$8,500

Effective July 1, 2022 the EMT, AEMT, and EMT-P stipend shall be included in the calculation of the member's hourly rate.

Remove the following section **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 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.

13. Amend Article XV Uniforms and Equipment

Remove the following from the Article:

- c. The Town shall annually pay to each member of the MPFA a uniform cleaning allowance of \$300 payable the first pay period in December.

14. Language Edits

- Incorporate terminology of Captain and replace Lieutenant where applicable
- Remove Appendices A, B and D
- Make Appendix C, Appendix A
- Remove Article VI Part A in reference to Appendix A (renumber as necessary)
- Remove the stricken language from Article VI, Part C
- Edit Article VII Hours of Work and Overtime:
- Remove Letters b, d, e, f, g, h, i, j, k

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



TOWN OF MEDFIELD



Dated:

Dated: