

The Terms and conditions of the parties' collective bargaining agreement dated July 1, 2018 to June 30, 2021 shall remain in effect, except as modified below:

This memorandum of Agreement is subject to ratification by the Union, ratification by the Board of Selectmen and to the extent necessary funding by Town Meeting;

Wages:

Appendix A, Salary Schedules, shall be amended to include the following changes:

Effective 7/1/2018, all steps on the salary schedule shall be increased by one percent (1%)

Effective 7/1/2019, all steps on the salary schedule shall be increased by two percent (2%)

Effective 7/1/2020, all steps on the salary schedule shall be increased by one and one-half (1.5%)

Effective 6/30/21, at 11:59 p.m. so that there shall be no financial impact in fiscal year 2021, all steps on the salary schedule shall be increased by one percent (1%)

New Article, EPI Pen- Effective July 1, 2019, The Town shall pay members an annual stipend of \$325.00 provided that such members provide documentation to the Town establishing that they met all training requirements required by the State in each quarter for the preceding fiscal year. This stipend shall be in members' base-pay for overtime and all contractual purposes including but not limited to holiday pay, career incentive, longevity (those grandfathered) and sick/vacation buyback.

For fiscal year 2019, members shall be paid a stipend equivalent to \$80.00 provided that they supply the Town with documentation prior to April 1, 2019 that they have completed their first training required by the State.

Article XLII, Advanced Life Support (ALS) – Paramedics, Section 6. Increase ALS-BLS stipend from \$300.00 to \$625 for qualified EMT-B's. The Town will pay a \$325.00 ALS-BLS Interface Stipend to qualified EMT-P's.

New Article, Personal Leave. The Town shall grant employees with two (2) ten (10) hours shifts of personal leave.

Article XXIV, Fire Section Education, Section 1. Amend to reflect that reimbursements will be subject to an annual fiscal year limit equal to 1.6% of the Fire Department's operating budget, excluding capital funds.

New Article: Physical Fitness Incentive. The Town will add a Physical Fitness Incentive of \$500.00, pending standards agreeable to Fire Chief and the Union.

New Article. Drug Testing Policy. A drug test may be administered to a member who has caused a workplace accident causing a fatality, injuries requiring a physician or emergency room visit, police citations or damages to public or private property over \$2500.00.

Pending Grievances: The Union shall withdraw its EMT and training grievances subject to attorneys drafting agreeable temporary agreements as to the two matters no later than Friday, February 8, 2019.

Promotions: The Town and the Union agree to review and modify the wage schedule to ensure that no members receive a pay decrease upon promotion.

Detail Rate: The detail hourly rate shall be changed from \$50 to \$53. If an employee's overtime rate is more than \$53 then the employee shall receive the overtime rate.

ARTICLE XXXVII PROMOTIONS

Amend as follows:

Section 1. Selection for promotion shall be based upon the results of a written examination. Appropriate notice shall be given of the materials included in the exam. A grade of 70 shall be a passing grade. There shall be no scaling of marks. The Chief shall, however, be empowered to award points for training and experience after a grade of 70 has been achieved. The Chief shall at the time of posting the exam notice give a schedule of how additional points shall be determined. Upon achieving a passing grade in a promotional examination, candidates shall be awarded one half of a point for each full year of employment as a Firefighter or Fire Officer in the Sudbury Fire Department up to a maximum of five (5) points. In addition, candidates shall be awarded additional points for educational degrees that qualify under the Firefighter Career Incentive Plan in

Article XXIV as follows. Attainment of a Master's Degree will add five (5) points to the final promotional exam score, attainment of a Bachelor's Degree will add four (4) points, and attainment of an Associate's Degree will add two (2) points. For clarification, these points will only be added for completed degrees that qualify under the above-mentioned Firefighter Career Incentive Program, not simply for semester credits.

The Town Manager shall have the right to appoint from the top three total scores for any one position, or the top three plus the number of positions, i.e., if there were four positions the Town Manager could select from the top seven scores. If an employee is by-passed for promotion, the Town Manager shall furnish the employee, in writing, the reason for such action.

The Town Manager and Assistant Town Manager may conduct personal interviews of the top 3 candidates (or according to the formula) before making any appointment.

Section 2. All exams shall be posted at least 120 days prior to such examination date and all personnel who wish to take the exam must notify the Chief at least 90 days prior to the exam date of their intention.


Section 3. The eligible list shall be in effect for two (2) years, commencing on the date the exam marks were posted. The Town will conduct a written promotional examination every two (2) years from the date the marks were posted. With three months' notice from the expiration of the eligible list, the Town may extend the eligible list for an additional six months.

Section 4. If a vacancy exists in the Captain rank the exam shall be open only to the Lieutenants. However, if less than three Lieutenants register for the exam, the exam shall be opened to Fire-Fighters subject to Section 5. In this case Fire-Fighters shall notify the Chief in writing within 60 days of the posting their intent to take the exam. Eligibility to take the Captain promotional examination shall be either (1) a minimum of ten (10) years continuous service or (2) nine (9) years continuous service and a minimum associate degree in Fire Science or Fire Management. Continuous service shall be defined as service that includes the date of the written promotional examination.

Section 5. Eligibility to take the Lieutenant promotional examination shall be either (1) a minimum of six (6) years of continuous service or (2) five (5) years continuous service and a minimum associate degree in Fire Science or Fire Management. Continuous service shall be defined as service that includes the date of the written promotional examination.


This Agreement is subject to funding and ratification by the Town and ratification by the Union.

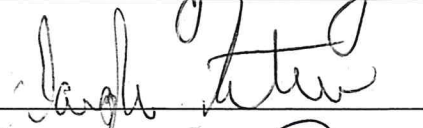
FOR THE TOWN




Dated: 4/10/19

FOR THE UNION







Dated: 4/9/19

Agreement 1: TA Agreements- AD to Article XXXIV

EMT Training: The Town agrees to pay the cost of tuition, fees and training materials associated with any recertification requirements for Paramedic and EMT per OEMS and/or the Medical Control Director. The Town will continue the current practice of providing "Con Ed" hours and CPR Recertification on duty. All Recertification hours required per OEMS and/or the Medical Control Director as well as M&M rounds, remedial training or other required training attended while off-duty will be compensated at time and one half. Overtime hours Chiefs approval.

-effective July 1, 2018

Agreement 2: TA Agreements- add article XXIII section 3

Travel/ mileage / reimbursement: Mileage and meals reimbursement shall be paid by the town for any education required or approved by the town for fire department education

"When an employee attends a course as part of his job, the Town will reimburse the employee for all costs associated with attendance, including tuition, meals, lodging, travel, mileage, parking, and or compensation mileage at the rate established by town meeting for travel to and from the course."

-effective July 1, 2018

(REMOVED) time off

FIRE - FY19						
All steps increased by 1%						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	54,779	56,047	57,284	58,633	60,954	63,077
Hourly	24.99	25.56	26.13	26.74	27.80	28.77
Firefighter/EMT-B						
Annual	57,340	58,608	59,850	61,197	63,620	65,810
Hourly	26.15	26.73	27.30	27.91	29.02	30.02
FireFighter/EMT-P						
Annual	62,023	63,293	64,533	65,880	68,304	70,610
Hourly	28.29	28.87	29.43	30.05	31.15	32.21
Lieutenant						
Annual	62,582	64,032	65,448	66,989	69,640	72,066
Hourly	28.55	29.21	29.85	30.56	31.76	32.87
Lieutenant/EMT-B						
Annual	65,511	66,958	68,377	69,917	72,683	75,187
Hourly	29.88	30.54	31.19	31.89	33.15	34.29
Lieutenant/EMT-P						
Annual	70,863	72,311	73,730	75,268	78,037	80,674
Hourly	32.32	32.98	33.63	34.33	35.59	36.80
Fire Captain						
Annual	71,501	73,157	74,773	76,535	79,564	82,335
Hourly	32.61	33.37	34.11	34.91	36.29	37.55
Fire Captain/EMT-B						
Annual	74,844	76,502	78,120	79,879	83,040	85,903
Hourly	34.14	34.89	35.63	36.43	37.88	39.18
Fire Captain/EMT-P						
Annual	80,962	82,615	84,237	85,994	89,158	92,172
Hourly	36.93	37.68	38.42	39.22	40.67	42.04

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$1,200 /year
Fire Alarm Superintendent	\$1,200 /year
Master Mechanic	\$1,200 /year
Technology Coordinator	\$1,200 /year
Fire Department Training Officer	\$1,200 /year
Emergency Medical Tech. Coord.	\$1,200 /year
Fire Alarm Foreman	\$1,200 /year
Meter Maintenance	\$1,200 /year
Fire Investigator	\$1,200 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY20						
All steps increased by 2%						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	55,875	57,168	58,430	59,806	62,173	64,339
Hourly	25.49	26.08	26.65	27.28	28.36	29.35
Firefighter/EMT-B						
Annual	58,487	59,780	61,047	62,421	64,892	67,126
Hourly	26.68	27.27	27.84	28.47	29.60	30.62
FireFighter/EMT-P						
Annual	63,263	64,559	65,824	67,198	69,670	72,022
Hourly	28.86	29.45	30.02	30.65	31.78	32.85
Lieutenant						
Annual	63,834	65,313	66,757	68,329	71,033	73,507
Hourly	29.12	29.79	30.45	31.17	32.40	33.53
Lieutenant/EMT-B						
Annual	66,821	68,297	69,745	71,315	74,137	76,691
Hourly	30.48	31.15	31.81	32.53	33.82	34.98
Lieutenant/EMT-P						
Annual	72,280	73,757	75,205	76,773	79,598	82,287
Hourly	32.97	33.64	34.30	35.02	36.31	37.53
Fire Captain						
Annual	72,931	74,620	76,268	78,066	81,155	83,982
Hourly	33.27	34.04	34.79	35.61	37.02	38.31
Fire Captain/EMT-B						
Annual	76,341	78,032	79,682	81,477	84,701	87,621
Hourly	34.82	35.59	36.34	37.16	38.63	39.97
Fire Captain/EMT-P						
Annual	82,581	84,267	85,922	87,714	90,941	94,015
Hourly	37.67	38.44	39.19	40.01	41.48	42.88

Single Rated:

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Fire Prevention Officer	\$1,200 /year
Fire Alarm Superintendent	\$1,200 /year
Master Mechanic	\$1,200 /year
Technology Coordinator	\$1,200 /year
Fire Department Training Officer	\$1,200 /year
Emergency Medical Tech. Coord.	\$1,200 /year
Fire Alarm Foreman	\$1,200 /year
Meter Maintenance	\$1,200 /year
Fire Investigator	\$1,200 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY21						
All steps increased by 1.5%						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	56,713	58,026	59,306	60,703	63,106	65,304
Hourly	25.87	26.47	27.05	27.69	28.78	29.79
Firefighter/EMT-B						
Annual	59,364	60,677	61,963	63,357	65,865	68,133
Hourly	27.08	27.68	28.26	28.90	30.04	31.08
FireFighter/EMT-P						
Annual	64,212	65,527	66,811	68,206	70,715	73,102
Hourly	29.29	29.89	30.47	31.11	32.25	33.34
Lieutenant						
Annual	64,792	66,293	67,758	69,354	72,098	74,610
Hourly	29.55	30.24	30.91	31.63	32.89	34.03
Lieutenant/EMT-B						
Annual	67,823	69,321	70,791	72,385	75,249	77,841
Hourly	30.94	31.62	32.29	33.02	34.32	35.50
Lieutenant/EMT-P						
Annual	73,364	74,863	76,333	77,925	80,792	83,521
Hourly	33.46	34.15	34.82	35.54	36.85	38.10
Fire Captain						
Annual	74,025	75,739	77,412	79,237	82,372	85,242
Hourly	33.76	34.55	35.31	36.14	37.57	38.88
Fire Captain/EMT-B						
Annual	77,486	79,202	80,877	82,699	85,972	88,935
Hourly	35.34	36.13	36.89	37.72	39.21	40.57
Fire Captain/EMT-P						
Annual	83,820	85,531	87,211	89,030	92,305	95,425
Hourly	38.23	39.01	39.78	40.61	42.10	43.53

Single Rated:

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Fire Prevention Officer	\$1,200 /year
Fire Alarm Superintendent	\$1,200 /year
Master Mechanic	\$1,200 /year
Technology Coordinator	\$1,200 /year
Fire Department Training Officer	\$1,200 /year
Emergency Medical Tech. Coord.	\$1,200 /year
Fire Alarm Foreman	\$1,200 /year
Meter Maintenance	\$1,200 /year
Fire Investigator	\$1,200 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year

FIRE - FY21						
All steps increased by 1%						
Effective 11:59pm on 06/30/21 - No financial Impact to FY21						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	57,280	58,606	59,899	61,310	63,737	65,957
Hourly	26.13	26.73	27.32	27.96	29.07	30.08
Firefighter/EMT-B						
Annual	59,958	61,284	62,583	63,991	66,524	68,814
Hourly	27.35	27.95	28.55	29.19	30.34	31.39
FireFighter/EMT-P						
Annual	64,854	66,182	67,479	68,888	71,422	73,833
Hourly	29.58	30.19	30.78	31.42	32.58	33.68
Lieutenant						
Annual	65,440	66,956	68,436	70,048	72,819	75,356
Hourly	29.85	30.54	31.22	31.95	33.21	34.37
Lieutenant/EMT-B						
Annual	68,501	70,014	71,499	73,109	76,001	78,619
Hourly	31.24	31.93	32.61	33.35	34.67	35.86
Lieutenant/EMT-P						
Annual	74,098	75,612	77,096	78,704	81,600	84,356
Hourly	33.80	34.49	35.17	35.90	37.22	38.48
Fire Captain						
Annual	74,765	76,496	78,186	80,029	83,196	86,094
Hourly	34.10	34.89	35.66	36.50	37.95	39.27
Fire Captain/EMT-B						
Annual	78,261	79,994	81,686	83,526	86,832	89,824
Hourly	35.70	36.49	37.26	38.10	39.61	40.97
Fire Captain/EMT-P						
Annual	84,658	86,386	88,083	89,920	93,228	96,379
Hourly	38.61	39.40	40.18	41.01	42.52	43.96

Single Rated:

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$1,200 /year
Fire Alarm Superintendent	\$1,200 /year
Master Mechanic	\$1,200 /year
Technology Coordinator	\$1,200 /year
Fire Department Training Officer	\$1,200 /year
Emergency Medical Tech. Coord.	\$1,200 /year
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Meter Maintenance	\$1,200 /year
Fire Investigator	\$1,200 /year
Equipment/Supplies/Recert Coordinator	\$1,200 /year
EMS Coordinator	\$2,000 /year