

**Memorandum of Agreement
Between the Town of Sudbury and
The Sudbury Permanent Firefighters' Association, Local 2023
International Association of Firefighters, AFL-CIO
August 15, 2023**

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:

Wages:

Appendix A, Salary Schedules, shall be amended to include the following changes:
Effective 7/1/2021, all steps on the salary schedule shall be increased by one-half percent (0.5%)
Effective 7/1/2022, all steps on the salary schedule shall be increased by two percent (2%)
Effective 7/1/2023, all steps on the salary schedule shall be increased by two percent (2%)

EMT and Paramedic

Effective 7/1/21: Add \$3,000 to the base for each EMT and Paramedic classification.

Article XIII, Sick Leave. Section 2 Section 2. An employee whose date of hire is prior to the Union's ratification of the parties' FY2022-2024 MOA who retires from service in the employ of the Town of Sudbury and retires into the State or County Retirement system shall receive from the Town payment at the then current rate of pay equal to 50% of the hourly pay times the number of unused accumulated sick hours, effective as of date of ratification. An employee whose date of hire is after the Union's ratification of the FY2022-2024 MOA who retires from service in the employ of the Town of Sudbury and retires into the State or County Retirement system shall receive from the Town payment at the then current rate of pay equal to 25% of the hourly pay times the number of unused accumulated sick hours.

Article XI, Holidays. Add Juneteenth effective as of 7/1/22.

Article XIII, Sick Leave, Section 1. Accept Town's last proposal to increase family sick leave availability to 60 hours with a department wide cap of 600 hours.

New Article: Maternity Leave. The Town will abide by Chapter 149, section 105D and 151B, section 4. The parties agree to establish a joint Labor Management

committee to develop and recommend to the Town Manager, a policy regarding working conditions for employees during pregnancy.

Appendix "B" - Uniforms. Allow red shirts with Sudbury Fire Department logo on Fridays for all employees.

Article VIII, Overtime, Section 2. Add "For purposes of this section, a Paramedic shall be considered the same classification as an EMT when the absence is caused by an EMT. An EMT shall not be considered the same classification as a paramedic under this section."

Article IV, Union Security: Delete Section 7 – Call Firefighters.

Article VII, Hours of Work: Change shift times to 7am to 5pm Days, 5pm to 7am Nights.

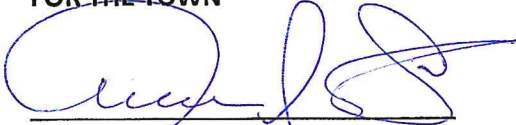
Housekeeping: Remove the word Man and replace with they/their.

ARTICLE XXXVIII, Weekend Premium: Defined times as Friday at 5:00pm to Monday at 7:00am.

ARTICLE XXXIX, Epi-pen and Defibrillator Stipend for Non-EMT: Delete Section.

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


FOR THE TOWN



Andrew J. Sheehan, Town Manager

Dated: 8/29/23

FOR THE UNION



William Francis, President



Michael Macgregor, Vice President



(Sec/Pres Michael Matos)

Dated: 8/22/2023

FIRE - FY22						
\$3k added to all EMT-B & EMT-P + All steps increased 0.5% + ADJ for 14.25% Diff.						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	57,566	58,899	60,199	61,617	64,056	66,287
Hourly	26.26	26.87	27.46	28.10	29.22	30.23
Firefighter/EMT-B						
Annual	63,273	64,605	65,911	67,326	69,872	72,173
Hourly	28.86	29.47	30.06	30.71	31.87	32.92
FireFighter/EMT-P						
Annual	68,193	69,528	70,831	72,247	74,794	77,217
Hourly	31.10	31.71	32.31	32.95	34.12	35.22
Lieutenant						
Annual	65,769	67,292	68,778	70,398	73,184	75,733
Hourly	30.00	30.69	31.37	32.11	33.38	34.54
Lieutenant/EMT-B						
Annual	72,290	73,812	75,303	76,920	79,828	82,458
Hourly	32.97	33.67	34.35	35.08	36.41	37.61
Lieutenant/EMT-P						
Annual	77,910	79,436	80,924	82,543	85,452	88,221
Hourly	35.54	36.23	36.91	37.65	38.98	40.24
Fire Captain						
Annual	75,141	76,880	78,579	80,430	83,613	86,524
Hourly	34.27	35.07	35.84	36.69	38.14	39.47
Fire Captain/EMT-B						
Annual	82,590	84,330	86,034	87,881	91,203	94,208
Hourly	37.67	38.46	39.24	40.08	41.60	42.97
Fire Captain/EMT-P						
Annual	89,012	90,756	92,456	94,305	97,629	100,792
Hourly	40.60	41.40	42.17	43.01	44.53	45.97

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 - FY23						
All steps increased by 2%						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	58,717	60,077	61,403	62,849	65,337	67,613
Hourly	26.78	27.40	28.01	28.67	29.80	30.84
Firefighter/EMT-B						
Annual	64,538	65,897	67,229	68,673	71,269	73,616
Hourly	29.44	30.06	30.66	31.32	32.51	33.58
FireFighter/EMT-P						
Annual	69,557	70,919	72,248	73,692	76,290	78,761
Hourly	31.73	32.35	32.95	33.61	34.80	35.92
Lieutenant						
Annual	67,084	68,638	70,154	71,806	74,648	77,248
Hourly	30.60	31.31	32.00	32.75	34.05	35.23
Lieutenant/EMT-B						
Annual	73,735	75,288	76,809	78,459	81,425	84,107
Hourly	33.63	34.34	35.03	35.79	37.14	38.36
Lieutenant/EMT-P						
Annual	79,469	81,025	82,543	84,193	87,161	89,985
Hourly	36.25	36.96	37.65	38.40	39.76	41.04
Fire Captain						
Annual	76,644	78,418	80,152	82,039	85,285	88,254
Hourly	34.96	35.77	36.56	37.42	38.90	40.25
Fire Captain/EMT-B						
Annual	84,241	86,017	87,754	89,638	93,027	96,092
Hourly	38.42	39.23	40.03	40.89	42.43	43.83
Fire Captain/EMT-P						
Annual	90,793	92,571	94,306	96,192	99,582	102,809
Hourly	41.41	42.22	43.01	43.88	45.42	46.89

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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 - FY24						
All steps increased by 2%						
	MIN	Step 1	Step 2	Step 3	Step 4	MAX
Firefighter						
Annual	59,891	61,279	62,631	64,106	66,644	68,965
Hourly	27.32	27.95	28.57	29.24	30.40	31.46
Firefighter/EMT-B						
Annual	65,829	67,215	68,574	70,046	72,694	75,088
Hourly	30.03	30.66	31.28	31.95	33.16	34.25
FireFighter/EMT-P						
Annual	70,948	72,337	73,693	75,166	77,816	80,336
Hourly	32.36	32.99	33.61	34.28	35.49	36.64
Lieutenant						
Annual	68,426	70,011	71,557	73,242	76,141	78,793
Hourly	31.21	31.93	32.64	33.41	34.73	35.94
Lieutenant/EMT-B						
Annual	75,210	76,794	78,345	80,028	83,053	85,789
Hourly	34.30	35.03	35.73	36.50	37.88	39.13
Lieutenant/EMT-P						
Annual	81,058	82,645	84,194	85,877	88,903	91,785
Hourly	36.97	37.70	38.40	39.17	40.55	41.87
Fire Captain						
Annual	78,178	79,986	81,755	83,681	86,991	90,019
Hourly	35.66	36.48	37.29	38.17	39.68	41.06
Fire Captain/EMT-B						
Annual	85,926	87,737	89,509	91,431	94,888	98,014
Hourly	39.19	40.02	40.83	41.70	43.28	44.71
Fire Captain/EMT-P						
Annual	92,608	94,423	96,191	98,116	101,573	104,864
Hourly	42.24	43.07	43.87	44.75	46.33	47.83

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