

Memorandum of Agreement

Town of Sudbury
and
Sudbury Permanent Firefighters' Association, Local 2023, IAFF, AFL-CIO

The parties agree to maintain all current terms and conditions of employment which are established by their 2021-2024 Collective Bargaining Agreement, the parties' practices, current polices, and work rules, or in any other way, except as modified herein:

1. Duration

- a. Amend the CBA to reflect a 3-year agreement, effective from July 1, 2024 through June 30, 2027.

2. Wages

- a. Amend Article X and Appendix A to increase unit members' base pay as follows:
 - i. Effective July 1, 2024 increase base pay by 3%
 - ii. Effective July 1, 2025 increase base pay by 2%
 - iii. Effective July 1, 2026 increase base pay by 2%
- b. Effective July 1, 2024, amend Article X and Appendix A by eliminating the current step scale for Lieutenants and Captains and replace it with a new four-step scale, in which:
 - i. Step 1 is 3.56% above the highest step of the immediately preceding rank for each classification;
 - ii. Step 2 is 7.13% above the highest step of the immediately preceding rank for each classification;
 - iii. Step 3 is 10.68% above the highest step of the immediately preceding rank for each classification;
 - iv. Step 4 is 14.25% above the highest step of the immediately preceding rank for each classification;
- c. Effective July 1, 2025, include a new provision to Article X providing an increase to unit members base pay by \$0.75 per hour upon their completion of 10 years of service with the Town of Sudbury.

3. Hazardous Materials

- a. Amend the CBA by creating a new Article that provides for unit members to be compensated for HazMat Responses in the same manner as unit members are compensated for private details pursuant to Article XXV - Paid Details.

4. Detail Pay

- a. Amend Article XXV such that unit members are compensated with a 4-hour minimum, and an 8-hour minimum after 4 hours.

- b. Increase the detail hourly rate as follows:
 - i. Effective July 1, 2024 - \$54
 - ii. Effective July 1, 2025 - \$55
 - iii. Effective July 1, 2026 - \$56

5. Uniforms

- a. Amend Appendix B to allow unit members to wear clean and presentable T-shirts as part of their Class C uniform seasonally: from June 1 to September 15.

6. Uniform Allowance

- a. Increase the Clothing and Cleaning Allowance for all unit members to \$1,000.

7. Overtime (Pager)

- a. Amend Article VIII to remove the words "General Pager Call" and replace with the phrase "Page/Text/Alert."

8. Overtime (Overtime Filling and Forcing Procedures)

- a. Amend the numbered paragraphs of Section 1.b of Article VIII as follows:

Paragraph 1:

Change "rank" to "classification".

Change "A refusal by... end of the list" to "An employee offered a shift shall be charged the hours of the shift whether they accept, refuse, or do not respond."

Paragraph 2:

Change all instances of "rank" to "classification."

Paragraph 3

Change "ranks" to "classifications within the rank".

Change "A refusal by... end of the list" to "An employee offered a shift shall be charged the hours of the shift whether they accept, refuse, or do not respond."

Paragraph 4

Replace "then it shall be announcedto the other ranks" with "then it shall be offered to other ranks using the overtime rotational list".

Paragraph 6

"For the purposes of filling overtime, Captains and Lieutenants will be considered the same rank and classification."

- b. Amend Section 2 of Article VIII as follows:

- i. Delete the paragraph "For the purposes of this section, a paramedic shall...under this section." Replace with "For the purposes of filling overtime and ordering, all Captains and Lieutenants will be considered the same classification and rank."

- ii. Change “order a them within the same classification” to “order an employee within the same rank”

9. Base Rate of Pay

- a. Amend Article XXVIII as follows:
 - i. Effective July 1, 2024, for the purposes of calculating overtime, unit members’ base rate of pay shall include 50% of their Career Incentive.
 - ii. Effective July 1, 2025, for the purposes of calculating overtime, unit members’ base rate of pay shall include 75% of Career Incentive.
 - iii. Effective 7/1/26: for the purposes of calculating overtime, unit members’ base rate of pay shall include 100% of Career Incentive.
 - iv. Effective June 30, 2027, at 11:59 p.m., to have no financial impact in Fiscal Year 27, an employee's base rate of pay for purposes of overtime calculation shall include “all remuneration for employment paid to, or on behalf of, the employee.” See the Fair Labor Standards Act, 29 U.S.C. § 207 (e).

10. Advanced Life Support (ALS) – Paramedics

- a. Amend section 11 of Article XLII by deleting “The parties agree that “Paramedic” shall be considered a distinct rank.”

11. Physical Fitness Incentive


- a. Amend Article XLVIII to reduce course times as follows:
 - i. FY25 the goal for successful completion of the course is 13 minutes,
 - ii. FY26 the goal for successful completion of the course is 12 minutes,
 - iii. FY27 the goal for successful completion of the course is 11 minutes.

12. EPI Pen

- a. The parties agree to convene a labor management committee to discuss ways to address the administrative burden of calculating and paying the current EPI Pen payment included in Article XLV. The LMC shall be comprised of at least an equal number of union members as Town management employees. The LMC may modify the terms of Article XLV only upon reaching a mutual agreement between the Town and the Union to do so, which shall be reduced to writing and signed by the parties.

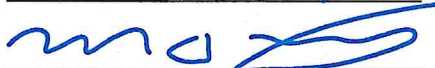
13. This Agreement is subject to ratification by the Union, ratification by the Select Board and to the extent necessary funding by Town Meeting.

FOR THE TOWN



Andrew J. Sheehan, Town Manager
Dated: 2/25/25

FOR THE UNION

William Francis


Dated: 2/12/2025

FIREFIGHTERS - FY25						
3.00%						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Firefighter						
Hourly	28.14	28.79	29.43	30.12	31.31	32.40
Annual	61,688	63,117	64,510	66,029	68,643	71,034
Firefighter/EMT-B						
Hourly	30.93	31.58	32.22	32.91	34.15	35.28
Annual	67,804	69,231	70,631	72,147	74,875	77,341
Firefighter/EMT-P						
Hourly	33.33	33.98	34.62	35.31	36.55	37.74
Annual	73,076	74,507	75,904	77,421	80,150	82,746
Lieutenant						
Hourly	-	33.56	34.71	35.86	37.02	
Annual	-	73,563	76,099	78,620	81,156	
Lieutenant/EMT-B						
Hourly	-	36.53	37.79	39.05	40.30	
Annual	-	80,094	82,855	85,601	88,362	
Lieutenant/EMT-P						
Hourly	-	39.08	40.43	41.77	43.12	
Annual	-	85,692	88,646	91,583	94,537	
Fire Captain						
Hourly	-	38.34	39.66	40.98	42.30	
Annual	-	84,045	86,943	89,824	92,721	
Fire Captain/EMT-B						
Hourly	-	41.74	43.18	44.61	46.05	
Annual	-	91,507	94,662	97,799	100,953	
Fire Captain/EMT-P						
Hourly	-	44.65	46.19	47.72	49.26	
Annual	-	97,903	101,278	104,634	108,009	

Note: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 42 hours per week.

FIREFIGHTERS - FY26							
2.00%							
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX	10-YEAR
Firefighter							
Hourly	28.70	29.36	30.02	30.72	31.94	33.05	33.80
Annual	62,921	64,380	65,800	67,350	70,016	72,455	74,099
Firefighter/EMT-B							
Hourly	31.55	32.21	32.87	33.57	34.84	35.99	36.74
Annual	69,160	70,616	72,044	73,590	76,372	78,887	80,532
Firefighter/EMT-P							
Hourly	34.00	34.67	35.32	36.02	37.30	38.50	39.25
Annual	74,538	75,997	77,422	78,969	81,753	84,401	86,045
Lieutenant							
Hourly	-	34.23	35.41	36.58	37.76	-	38.51
Annual	-	75,034	77,621	80,193	82,779	-	84,424
Lieutenant/EMT-B							
Hourly	-	37.27	38.56	39.84	41.12	-	41.87
Annual	-	81,696	84,512	87,313	90,129	-	91,773
Lieutenant/EMT-P							
Hourly	-	39.87	41.25	42.62	43.99	-	44.74
Annual	-	87,406	90,419	93,415	96,428	-	98,072
Fire Captain							
Hourly	-	39.11	40.45	41.79	43.14	-	43.89
Annual	-	85,726	88,682	91,620	94,575	-	96,220
Fire Captain/EMT-B							
Hourly	-	42.58	44.05	45.51	46.98	-	47.73
Annual	-	93,338	96,555	99,755	102,972	-	104,617
Fire Captain/EMT-P							
Hourly	-	45.56	47.13	48.69	50.26	-	51.01
Annual	-	99,861	103,303	106,727	110,169	-	111,813

Note on 10-year Step: A Firefighter/EMT or Paramedic who has reached 10 years or more of service at the time of promotion to Lieutenant (or a Lieutenant with 10 or more years who is being promoted) will continue to receive their 10-year increase of \$0.75/hour on top of the rates shown in steps 1 - 4 above for Lieutenant and Captain.

Note: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 42 hours per week.

FIREFIGHTERS - FY27							
2.00%							
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX	10 YEAR
Firefighter							
Hourly	29.28	29.95	30.62	31.33	32.58	33.71	34.48
Annual	64,180	65,667	67,116	68,697	71,417	73,904	75,581
Firefighter/EMT-B							
Hourly	32.18	32.86	33.53	34.24	35.53	36.71	37.48
Annual	70,543	72,028	73,485	75,062	77,900	80,465	82,142
Firefighter/EMT-P							
Hourly	34.68	35.36	36.03	36.75	38.04	39.27	40.04
Annual	76,029	77,517	78,970	80,549	83,389	86,089	87,766
Lieutenant							
Hourly	-	34.91	36.12	37.31	38.52	-	39.28
Annual	-	76,535	79,173	81,797	84,435	-	86,112
Lieutenant/EMT-B							
Hourly	-	38.02	39.33	40.63	41.94	-	42.71
Annual	-	83,330	86,202	89,059	91,931	-	93,609
Lieutenant/EMT-P							
Hourly	-	40.67	42.07	43.47	44.87	-	45.63
Annual	-	89,154	92,227	95,283	98,357	-	100,034
Fire Captain							
Hourly	-	39.89	41.26	42.63	44.01	-	44.77
Annual	-	87,441	90,455	93,453	96,467	-	98,144
Fire Captain/EMT-B							
Hourly	-	43.44	44.93	46.42	47.92	-	48.68
Annual	-	95,204	98,486	101,750	105,032	-	106,709
Fire Captain/EMT-P							
Hourly	-	46.47	48.07	49.66	51.26	-	52.03
Annual	-	101,858	105,370	108,861	112,373	-	114,050

Note on 10-year Step: A Firefighter/EMT or Paramedic who has reached 10 years or more of service at the time of promotion to Lieutenant (or a Lieutenant with 10 or more years who is being promoted) will continue to receive their 10-year increase of \$0.75/hour on top of the rates shown in steps 1 - 4 above for Lieutenant and Captain.

Note: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 42 hours per week.