

CITY OF NEWTON AND I.A.F.F., LOCAL 863

MEMORANDUM OF AGREEMENT

February 24, 2016

1. WAGE OFFER:

1-Year CBA

July 1, 2014 (FY15): 1.5%

3-Year CBA

July 1, 2015 (FY16): 2%, plus New Longevity Scale:

| | |
|-----------|--------|
| 10 year = | \$1000 |
| 15 year= | \$1500 |
| 20 year= | \$2500 |
| 25 year= | \$3500 |

July 1, 2016 (FY17): 1.5%, plus E.M.R. Increases to 2.0%
1.0% Hazardous Duty Stipend effective on the date the heavy rescue company goes into service

July 1, 2017 (FY18): 2.5%
Hazardous Duty Stipend Increases to 2.0% on 6/30/18

2. TECHNICAL RESCUE: At the Fire Chief's discretion, a Technical Rescue Unit may be established, staffed, and equipped in the Department. The parties agree to impact bargain over the staffing and equipping of a Technical Rescue Unit with the understanding that a) there will not be a reduction of the current per piece manning as referenced in Article XXX of the current CBA, b) it will not negatively affect the current compliment of 6 engines and 3 ladders, and c) in the event that the City eliminated an apparatus in the future, all companies shall respond to an alarm with no fewer than an Officer and 3 Firefighters. Said impact bargaining shall commence upon execution of this MOA and terminate no later than September 30, 2016.
3. FIREFIGHTER I & II: All firefighters hired by the City of Newton shall be required to attend and successfully complete a program of training at an academy, and shall become Certified Firefighter I/II by the Massachusetts Fire Academy prior to the expiration of their probationary period. In the event that the recruit does not undergo their initial training at the Massachusetts Fire Academy, and fails to successfully become Firefighter I/II Certified upon initial examination the City shall provide for Firefighter I/II training in a program administered by the Massachusetts Fire Academy. Nothing in this paragraph shall be construed or interpreted as a waiver by the City of its rights under Civil Service Law as the same pertains to an employee's probationary period.

4. BEREAVEMENT LEAVE AND SICKNESS IN FAMILY: Add "significant other" to both provisions of the CBA, defining "significant other" as "one who stands in the place of a spouse and resides with the employee."

5. VACATION: Carry-over to Aug 31st of the following year

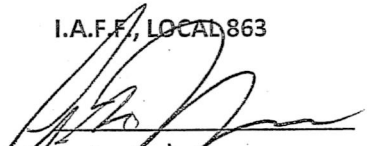
6. RESIDENCY REQUIREMENT: The City agrees to adopt the amendment to G.L. c. 31, § 58, that allows the City to INCREASE the 10-mile residency limit. Therefore, the new residency requirement for the Department would be as follows:


"Effective March 1, 2016, within 9 months of appointment a person must reside within the City of Newton or at any other place in the Commonwealth that is within thirty-five (35) miles of the perimeter of the City of Newton, excepting that all members of IAFF Local 863 employed by the City of Newton prior to February 29, 2016 shall be exempted by this requirement and their residency shall be grandfathered."

7. WIRES DIVISION PERSONNEL: The Wires Division personnel will consist of a Superintendent (compensated at the rank of Deputy), Foreman (compensated at the rank of Captain), and 3 Signal Maintenance personnel (compensated at the rank of Lieutenant). All personnel of this division shall be allowed to pursue continuing education while on duty provided that the Continuing Ed is documented and that no more than one person from the division is scheduled to attend on any given day. The city agrees to pay for these educational opportunities. Opportunities to pursue continuing education will be equitable. Effective July 1, 2016 on-call stipend increase to \$2500.

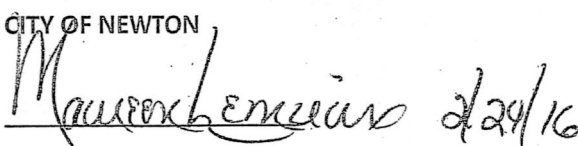
8. MECHANICS PERSONNEL: The Vehicle Maintenance personnel will consist of a total of 2 positions: one shall be compensated at the rank of Captain, and the other shall be compensated at the rank of Lieutenant. All personnel of this division shall be allowed to pursue continuing education while on duty provided that the Continuing Ed is documented and that no more than one person from the division is scheduled to attend on any given day. The city agrees to pay for the educational opportunities. Opportunities to pursue continuing education will be equitable. Effective July 1, 2016 on-call stipend increase to \$2500.


I.A.F.F., LOCAL 863

By: 
Date: 2/24/16

By: 
Date: 24 FEB 2016

CITY OF NEWTON

By: 
Date:

By: 
Date: 2/24/16