

**MEMORANDUM OF AGREEMENT (“MOA”)**  
**FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT**  
**BY AND BETWEEN**  
**THE CITY OF MEDFORD**  
**AND**  
**THE MEDFORD FIREFIGHTERS UNION, IAFF, LOCAL 1032**

The Medford Fire Fighters Union, IAFF Local 1032 (“Union”) and the City of Medford (“City”) hereby agree to the amendments to the collective bargaining agreement that expired on June 30, 2021, for the terms July 1, 2021-June 30, 2024 and July 1, 2024-June 30, 2026. The provisions of the collective bargaining agreement that expired on June 30, 2021, shall remain in full force and effect except as expressly amended herein.

**1. ARTICLE SIXTEEN, Compensation:**

**Section 1, Table of Compensation:**

Amend the Table of Compensation for all Grades as follows:

- a. Effective July 1, 2021, wages shall be increased two and a half percent (2.5%) across the board.
- b. Effective July 1, 2022, wages shall be increased two and a half percent (2.5%) across the board.
- c. Effective July 1, 2023, wages shall be increased three percent (3.0%) across the board.
- d. Effective July 1, 2024, wages shall be increased three percent (3.0%) across the board.
- e. Effective July 1, 2025, wages shall be increased two and a half percent (2.5%) across the board.\*

\*See attached Table of Compensation

**Section 6, Weekend Differential:**

Amend Section 6 to read as follows:

“Effective July 1, 2023 members who are required to work weekends (1800 hours on Friday through 0800 hours on Monday) and who actually work said weekends shall be entitled to additional compensation of one dollar (\$1.00) for each hour actually worked which shall be part of their weekly pay check. Members who actually work the change of tour shall be entitled to said weekend compensation.”

**Section 2, Longevity:**

Amend Section 2 to read as follows:



“Effective July 1, 2024, employees shall be entitled to receive the following compensation:

To each employee who has five (5) or more years of service in the City of Medford, \$950.00 annually.

To each employee who has ten (10) or more years of service in the City of Medford, \$1150.00 annually.

To each employee who has fifteen (15) or more years of service in the City of Medford, \$1200.00 annually.

To each employee who has twenty (20) or more years of service in the City of Medford, \$1300.00 annually.

To each employee who has twenty five (25) or more years of service in the City of Medford, \$1750.00 annually.

To each employee who has thirty (30) or more years of service in the City of Medford, \$2000.00 annually.”

“Longevity compensation shall be regarded as regular compensation for the pension-retirement purposes and shall be paid during the quarter in which the anniversary occurs. Quarters will be as follows: July 1st through September 30<sup>th</sup>, October 1<sup>st</sup> through December 31\*, January 1\* through March 31st, and April 1st through June 30th.”

“An employee who retires due to accidental disability subsequent to the signing of this contract or upon reaching the age of mandatory retirement shall receive a longevity payment for his final period of employment prorated from his anniversary date to the date of retirement. Employees who leave the City's employment for other reasons will not receive any longevity payments that are payable after the date of their separation.” (FOR CLARIFICATION PURPOSES ONLY)

**Section 9, Hazardous Duty Pay:**

Amend Section 9 to read as follows:

“Employees shall receive an annual hazardous duty payment in accordance with the following pay schedule:

- July 1, 2021 \$2500
- July 1, 2022 \$2750
- July 1, 2023 \$3000
- July 1, 2024 \$3200
- July 1, 2025 \$3500”

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*BLK*

**2. ARTICLE NINETEEN, Professional Development:**

Effective upon ratification of this MOA by the Union membership and funding by the City Council, amend the salary supplements in Section 1, as follows:

- 15 credits- \$800.00 (not less than 6 credits fire science).
- 30 credits- \$1500.00 (not less than 12 credits fire science)
- 45 credits- \$2200.00 (not less than 18 credits fire science)
- Employees with 20 years or more of service with the City shall now also be compensated at the 45-credit level
- 60 credits- \$2900.00 (not less than 24 credits fire science)
- Employees with 25 years or more of service with the City shall now also be compensated at the 60-credit level
- Bachelor's degree-\$3600.00 (not less than 30 credits fire science)

**3. ARTICLE TWENTY-FIVE, Miscellaneous:**

a. Add a new Section 4, entitled "Residency Requirement" that provides as follows:

"All present bargaining unit members as of the ratification of the July 1, 2021-June 30, 2024 collective bargaining agreement by the Union membership and the City Council shall be grandfathered as to their present residences.

Future bargaining unit members hired after the ratification of the July 1, 2021-June 30, 2024 collective bargaining agreement by the Union membership and the City Council shall be required to live in a community that is no greater than twenty (20) miles from the City of Medford (as the crow flies) within the Commonwealth of Massachusetts."

b. Add a new Section 5, entitled "Driver's License" that provides as follows:

"All Firefighters are required to have a valid Class D driver's license. Firefighters are required to provide their driver's license to the Department on their first shift after the first of January in each calendar year."

**4. ARTICLE TWENTY-SIX, Duration:**

Amend effective dates of agreements to be "July 1, 2021" and "June 30, 2024" and "July 1, 2024" and "June 30, 2026."

**5. Other Items:**

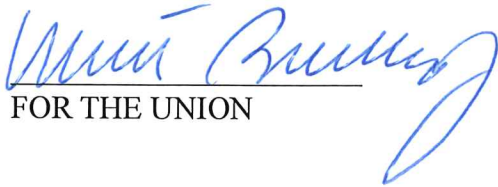
1. Upon ratification of this MOA by the Union membership and the City Council, the Union will withdraw, with prejudice, the Unfair Labor Practice charge filed with the



Department of Labor Relations, docketed as MUP-22-9436, relative to the City's Social Media Policy.

2. Upon ratification of this MOA by the Union membership and the City Council, the COVID-19 Emergency Paid Leave MOA released on April 6, 2020, will no longer be in effect.
3. Upon ratification of this MOA by the Union membership and the City Council, all bargaining unit members who worked for the Medford Fire Department in the year 2020 shall be entitled to a one-time payment of one thousand dollars (\$1000), less applicable taxes and deductions.

This memorandum shall not be binding until ratified by the membership of the Union and funded by the City Counsel in accordance with G.L. c. 150E.

  
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FOR THE UNION

  
\_\_\_\_\_  
FOR THE CITY

11/16/2023  
DATE

11/20/2023  
DATE



Compensation Plan Public Safety Personnel  
Section 66.40 Fire Department

					step 1	step 2	step 3	TOP STEP WEEKLY
PS-4 FIRE DEPUTY CHIEF	7/1/2020	Prior Contract			\$ 114,699.30	\$ 118,628.63	\$ 123,300.89	2371.17
	7/1/2021	2.5%			\$ 117,566.78	\$ 121,594.35	\$ 126,383.41	2430.45
	7/1/2022	2.5%			\$ 120,505.95	\$ 124,634.20	\$ 129,543.00	2491.21
	7/1/2023	3.0%			\$ 124,121.13	\$ 128,373.23	\$ 133,429.29	2565.95
	7/1/2024	3.0%			\$ 127,844.76	\$ 132,224.43	\$ 137,432.17	2642.93
	7/1/2025	2.5%			\$ 131,040.88	\$ 135,530.04	\$ 140,867.97	2709.00
PS-3 FIRE CAPTAIN	7/1/2020	Prior Contract			\$ 98,878.71	\$ 102,266.06	\$ 106,293.87	2044.11
	7/1/2021	2.5%			\$ 101,350.68	\$ 104,822.71	\$ 108,951.22	2095.22
	7/1/2022	2.5%			\$ 103,884.44	\$ 107,443.28	\$ 111,675.00	2147.60
	7/1/2023	3.0%			\$ 107,000.98	\$ 110,666.58	\$ 115,025.25	2212.02
	7/1/2024	3.0%			\$ 110,211.01	\$ 113,986.57	\$ 118,476.00	2278.38
	7/1/2025	2.5%			\$ 112,966.28	\$ 116,836.24	\$ 121,437.90	2335.34
PS-2 FIRE LIEUTENANT	7/1/2020	Prior Contract			\$ 85,240.27	\$ 88,160.40	\$ 91,632.65	1762.17
	7/1/2021	2.5%			\$ 87,371.28	\$ 90,364.41	\$ 93,923.47	1806.22
	7/1/2022	2.5%			\$ 89,555.56	\$ 92,623.52	\$ 96,271.55	1851.38
	7/1/2023	3.0%			\$ 92,242.23	\$ 95,402.23	\$ 99,159.70	1906.92
	7/1/2024	3.0%			\$ 95,009.49	\$ 98,264.29	\$ 102,134.49	1964.12
	7/1/2025	2.5%			\$ 97,384.73	\$ 100,720.90	\$ 104,687.85	2013.23
PS-1 FIREFIGHTER	7/1/2020	Prior Contract			\$ 68,089.93	\$ 70,446.51	\$ 72,859.84	\$ 75,729.47
	7/1/2021	2.5%			\$ 69,792.18	\$ 72,207.67	\$ 74,681.33	\$ 77,622.70
	7/1/2022	2.5%			\$ 71,536.99	\$ 74,012.86	\$ 76,548.37	\$ 79,563.27
	7/1/2023	3.0%			\$ 73,683.09	\$ 76,233.25	\$ 78,844.82	\$ 81,950.17
	7/1/2024	3.0%			\$ 75,893.59	\$ 78,520.25	\$ 81,210.16	\$ 84,408.67
	7/1/2025	2.5%			\$ 77,790.93	\$ 80,483.25	\$ 83,240.42	\$ 86,518.89

*MBK*