

MEMORANDUM OF AGREEMENT
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT
BY AND BETWEEN
THE CITY OF MEDFORD
AND
TEAMSTERS LOCAL UNION NO. 25
(DPW SUPERINTENDENTS / BUILDING DEPARTMENT INSPECTORS / RECREATION
UNION)
FOR THE PERIODS
JULY 1, 2022 – JUNE 30, 2025
AND
JULY 1, 2025 – JUNE 30, 2028

The City of Medford ("City") and Teamsters Local Union No. 25 ("Local 25") hereby agree to the following amendments to the collective bargaining agreement ("agreement") between the City and Local 25 with respect to the DPW Superintendents / Building Department Inspectors / Recreation Union, which expired on June 30, 2022. Unless otherwise expressly addressed herein, the terms of that agreement remain in full force and effect.

1. ARTICLE 11, WAGES – Amend to read as follows for current members:

a. For the July 1, 2022 – June 30, 2025 agreement:

"Effective July 1, 2022, increase the base salary of all titles by two and one-half percent (2.5%).

Effective July 1, 2023, increase the base salary of all titles by two and one-half percent (2.5%).

Effective July 1, 2024, increase the base salary of all titles by three percent (3.0%)."

b. For the July 1, 2025 – June 30, 2028 agreement:

"Effective July 1, 2025, increase the base salary of all titles by two and one-half percent (2.5%).

Effective July 1, 2026, increase the base salary of all titles by two and one-half percent (2.5%).

Effective July 1, 2027, increase the base salary of all titles two and one-half percent (2.5%)."

2. ARTICLE 34, MISCELLANEOUS – Amend Article to read as follows:

"2. Fuel Allowance / City Vehicles

The Superintendent of Equipment and the Water Superintendent shall have city vehicles which they may take home, but not for personal use.

All other members of the bargaining unit shall receive \$100 per week fuel/maintenance allowance, except for the Facilities Coordinator position who shall receive \$40 per week fuel/maintenance allowance.

The changes to this section apply only to members as of the date this BLK agreement is signed.

4. Stipends

Per the agreement negotiated in 2019 and signed in 2021, employees shall receive the following stipends. Stipends shall be apportioned and paid on a monthly basis.

BLK

Stipends are only to be offered to those employees that use these licenses as part of their employment.

Master Plumber - \$5,000
CSL - Construction Supervisor License - \$5,000
Master Sheet Metal License - \$3,000
Master Electrical - \$5,000
Refrigeration License - \$3,000
MA Weights and Measures Cert. - \$5,000
Maintaining Fuel tanks DEP stipend - \$7,000
Sprinkler Journeyman License - \$3,000
Certified Pool Operator License - \$3,000
Certified Lifeguard - \$3,000
Certified Park and Rec Professional - \$5,000

The city shall pay for all relevant training when it is approved by the city. After the training is approved, the city shall pay for said training up front if required directly to the organization/state or federal agency. Otherwise, the city shall pay directly when billed.

The total of all Stipends, including but not limited to, items in Article 24, Section 6 (CPR/AED/First Aid, any Distribution License, or OSHA certification), Article 31 (clothing allowance), Article 34, Section 2 (fuel allowance) shall not exceed \$18,000 per year for any employee. Should an employee meet the requirements for an amount above \$18,000, they shall be capped at \$18,000 per year, *which goes into effect July 1, 2026. BLK*

use

All employees hired after the signing of this agreement shall be capped at \$12,000 per year for all Stipends, including but not limited to Articles 24, 31, 34 as outlined in the above paragraph.

3. ARTICLE 36, DURATION AND RENEWAL - Amend effective dates of the agreement to "July 1, 2022" and "June 30, 2025" in the first agreement and "July 1, 2025" and June 30, 2028" in the second agreement.

FOR THE CITY:

B L K 12/24/25
Breanna Lungo-Koehn Date
Mayor

FOR LOCAL 25:

Nancy Campbell 12/23/25
Nancy Campbell Date
Business Agent
Teamsters Union Local 25

B Hatch 12/23/25
Brian Hatch Date
Business Agent
Teamsters Union Local 25