

**Memorandum of Agreement
by and between the
Deputy Fire Chief's Association AFL-CIO, Local 1707, and
The Town of Natick, Massachusetts**

The Town of Natick ("the Town") and the Deputy Fire Chief's Association AFL-CIO, Local 1707, ("Deputy Fire Chiefs") hereby agree to modify the collective bargaining agreement between Local 1707, with the changes agreed to by the parties' negotiating teams and set forth below. This offer and Agreement shall be considered off-the-record until ratified by Local 1707's membership and the Select Board. The bargaining teams shall sponsor and support such ratification.

WHEREAS, the Town and the Deputy Fire Chiefs have reached an agreement:

NOW THEREFORE, in consideration of the mutual promises herein, the Deputy Fire Chiefs and the Town agree that the following changes will be incorporated into the collective bargaining agreement, subject to the required ratifications:

1. Article VII – Holidays — Add the following language to the list of holidays:

"Juneteenth Day"

2. Article XV – Salaries Compensation– Change the salary table to read as follows:

Effective July 1, 2021 Two and three-quarters (2.75) percent increase

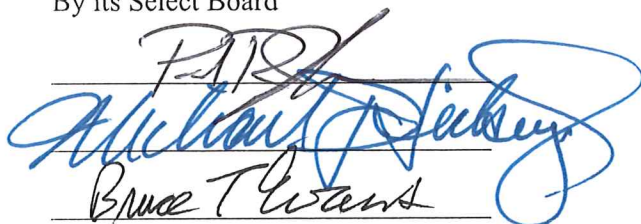
This Agreement shall be in effect from July 1, 2021 to June 30, 2022 and shall continue in force and effect thereafter until a new collective bargaining agreement is executed by the parties.

IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this Memorandum of Agreement on this 19th day of September, 2022.

TOWN OF NATICK, DEPUTY FIRE CHIEF'S ASSOCIATION AFL-CIO, LOCAL 1707,

By its Select Board


By its Bargaining Team, duly authorized,



Bruce T. Evans

Katherine A. Caputo

Richard S. [unclear]



Brian [unclear]

Viggo J. [unclear]

[unclear]

[unclear]

**Memorandum of Agreement
by and between the
Deputy Fire Chief's Association AFL-CIO, Local 1707, and
The Town of Natick, Massachusetts**

The Town of Natick ("the Town") and the Deputy Fire Chief's Association AFL-CIO, Local 1707, ("Deputy Fire Chiefs") hereby agree to modify the collective bargaining agreement between Local 1707, with the changes agreed to by the parties' negotiating teams and set forth below. This offer and Agreement shall be considered off-the-record until ratified by Local 1707's membership and the Select Board. The bargaining teams shall sponsor and support such ratification.

WHEREAS, the Town and the Deputy Fire Chiefs have reached an agreement:

NOW THEREFORE, in consideration of the mutual promises herein, the Deputy Fire Chiefs and the Town agree that the following changes will be incorporated into the collective bargaining agreement, subject to the required ratifications:

1. Article VII – Vacations – Paragraph five (Which begins, "Deputy Chiefs shall be allowed 2 weeks off for vacation during the Prime Time vacation period.")– Delete the last sentence in its entirety.

2. Article VIII – Clothing Allowance:

Starting July 1, 2023, replace the entirety of the Section as follows:

Clothing and Maintenance is considered part of base pay and the responsibility of the employees.

It is hereby understood and agreed that employees shall maintain a clean and appropriate work uniform, to the satisfaction of the Department.

The Town of Natick shall provide two (2) new uniform dress hats at the discretion of the Chief of the Department"

3. Article XV – Salaries Compensation– Change the salary table to read as follows:

Effective July 1, 2022 One (1) percent increase

Effective July 1, 2023 Two (2) percent increase

Effective July 1, 2024 Two and One half (2.5) percent increase

4. Article XVII-A – Stand –By Pay – Effective July 1, 2022 - Increase the amount of Stand-by Pay by .5% to 3.5% of base pay so that the first sentence of the first paragraph of the Article will read as follows:

"In addition to the salaries set forth in the foregoing sections of this Agreement which are intended to compensate the Deputy Fire Chiefs for all hours actually worked, each employee covered hereunder shall receive the annual sum of 3.5% of their base salary, to be paid on a weekly basis, for all standby duty which is hereby deemed to be part of his regular assignment."

5. Article XIX – EMT Premium – First paragraph insert new tables as follows:

Effective July 1, 2022:

<i>EMT</i>	<i>6.75% of the member's base pay</i>
<i>EMT – Advanced</i>	<i>11.75% of the member's base pay</i>
<i>Paramedic</i>	<i>15.75% of the member's base pay</i>

Effective July 1, 2023:

<i>EMT</i>	<i>8.50% of the members base pay</i>
<i>EMT – Advanced</i>	<i>13.00% of the members base pay</i>
<i>Paramedic</i>	<i>17.00% of the members base pay</i>

6. Article XXIII Educational

Section 1 Educational Incentives-

Add the following language to the first paragraph, after “Management” – *“Fire Technology, Fire Administration, Public Administration, Nursing, and Emergency Medical Technology”*

Add the following language to the beginning of the last paragraph:

“For fiscal year 2022 (July 1, 2022 – June 30, 2023) only:”

Section 2 – add the following language to the start of the section:

“For fiscal year 2022 (July 1, 2022 – June 30, 2023) only:”

Section 2 - add the following language at the end of the Section:

“Starting July 1, 2023, each employee covered by this agreement, including any members out on sick leave/ILD or any other leave, shall complete a minimum of 40 hours of in-service training approved by the Chief of the Fire Department annually by fiscal year (July 1 to June 30, prorated based on start or termination date of employment). All in-service training must receive prior approval from the Chief. Evidence of successful completion of in-service training must be provided by June 30 each year.

Successful completion of water rescue training shall qualify for 16 hours of in-service training. Successful completion of 32 hours of EMT Refresher course shall qualify for 16 hours of in-service training for that year and 16 hours of in-service training for the following year.

Any employee that does not complete the required minimum 40 hours of coursework over the course of the fiscal year, for any reason, shall be docked vacation days (or the equivalent amount of pay for employees terminating employment with the department) as follows:

- Not completing 1-10 hours – 1 vacation shifts*
- Not completing 11-20 hours – 2 vacation shifts*
- Not completing 21-30 hours – 3 vacation shifts*
- Not completing 31-40 hours – 4 vacation shifts*

The educational/training allowance is considered part of the employee's base salary and will be added to the base salary as noted in Appendix A, effective July 1, 2023.”

7. Article XXVII Applicability of Civil Service Laws - Add a new paragraph as follows:

Pursuant to M.G.L. c.31 Section 58, any person who receives an appointment to the Natick Fire Department shall within nine months after his/her appointment establish his/her residence within the town or at any other place in the commonwealth that is within 50 miles of perimeter of the town."

- 8. Parties agree to utilize the Joint Committee to discuss, research, and formulate alternatives for hiring and promotional practices for the Department. The Committee shall meet at minimum quarterly (every 3 months) until such time that alternatives are prepared for consideration by both parties.

This Agreement shall be in effect from July 1, 2022 to June 30, 2025 and shall continue in force and effect thereafter until a new collective bargaining agreement is executed by the parties.


IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this Memorandum of Agreement on this 14th day of September, 2022.

TOWN OF NATICK,

DEPUTY FIRE CHIEF'S ASSOCIATION AFL-CIO, LOCAL 1707,

By its Select Board

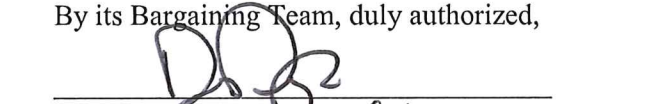
By its Bargaining Team, duly authorized,



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