

**MEMORANDUM OF AGREEMENT
BETWEEN
TOWN OF WATERTOWN
AND
WATERTOWN FIREFIGHTERS ASSOCIATION,
IAFF LOCAL 1347**

The Town of Watertown and the Watertown Firefighters Association, IAFF Local 1347 hereby agree, subject to ratification by the Union membership and appropriation by the Town Council, to successor collective bargaining agreements effective for the periods specified below which shall contain the same terms and conditions as the parties' most recent agreement, except as modified by the following:

For period of July 1, 2009 through June 30, 2013

1. Wages: 0% increase July 1, 2009
0% increase July 1, 2010
2.5% increase July 1, 2011
2.5% increase July 1, 2012
2. EMT/Defib: 3.5% increase July 1, 2011
3. Clothing: \$150.00 increase July 1, 2011
\$150.00 increase July 1, 2012
4. Vacation: Effective with the 2015 calendar vacation year, without retroactivity for prior years, 5 weeks' vacation awarded after 15 years of service through 20 years and 6 weeks' vacation after 20 years.
5. Sick leave: Town's proposal to reduce and restructure sick leave buyback using July 1, 2012 date as measurement point.
6. Direct deposit Town's proposal.
7. Staff positions Town's modified proposal as previously agreed to.

For period of July 1, 2013 through June 30, 2016

1. Wages: 2.5% increase July 1, 2013
2.5% increase July 1, 2014
2.5% increase July 1, 2015
2. Clothing: Roll existing \$1,300.00 uniform allowance into base pay effective July 1, 2015 with understanding that employees will be responsible for purchasing and maintaining their own uniforms. Additionally, the parties agree that a corresponding lump sum deduction of the \$500.00 uniform payment that has already been made to bargaining unit members in FY 2016 will be deducted from the payments that are to be made to them under this Agreement.

3. Longevity/
Education: Effective July 1, 2013, increase longevity pay at each step and at each educational attainment level by \$900.00.
4. EMT/Defib: 1.0% increase July 1, 2013.
5. ALS: Union to agree to cooperate fully with the Town's implementation of ALS service, including bargaining necessary changes to policies, procedures, rules and regulations and CBA provisions to ensure efficient and cost effective ALS service. Upon implementation of ALS service, increase EMT/Defib by 1% (to 10%) and Paramedics by 2% (to 12%) for up to a maximum of 16 Paramedics.
6. Litigation: All pending litigation to be withdrawn by the Union with prejudice, ULP and McManus v. Town of Watertown, et al.

For the Town of Watertown



Michael J. Driscoll, Town Manager

For Watertown Firefighters Association,
IAFF, Local 1347



Dated: 9/3/2015



Dated: 9/3/15