

Town of Shirley

Fire Union Contract

2014-2017

Ratified
6/2/2014

Amended: 3/23/15; 10/26/15

Section 3. Mileage Expense: The Town shall reimburse a Fire Fighter for mileage for the use of his private automobile for out-of-town travel on official business when such use is authorized and approved in advance by the Chief, at the rate of reimbursement allowed by the U. S. Internal Revenue Service from time to time as a tax deduction.

Section 4. Promotion: The Fire Chief as Strong Chief can recommend promotion. In the event of a promotion from one grade to another the Board of Selectmen will approve the funding of said promotion.

Section 5. Uniform Allowances: With prior approval by the Chief or his designee, the Department will make payment of bills for prescribed uniforms, up to a maximum annual budget allocation per Fire Fighter covered by this Agreement in the following amount: Upon permanent appointment, a new Fire Fighter is to receive full issue of clothing and tum-out gear. After each anniversary year, beginning 1 July 2002, the Uniform Allowance shall be up to an amount of \$650 annually.

All Fire Fighters shall be provided with a complete set of NFPA-compliant personal protective turn-out gear (including coat, bunker pants, hood, boots, mask, gloves, mittens, suspenders, and helmet) and a complete set of wild land gear to perform their work. Uniforms and equipment shall be properly sized and replaced on a rotating basis every five years or sooner if the Chief deems it necessary. This gear shall be the property of the Town.

Section 6. Longevity: On the first paydays in December and June of each fiscal year, each qualifying member of the Union employed by the Town on the respective paydays will be paid in a separate check a lump sum equal to fifty per cent (50%) of the monies due annually according to the following schedule:

<u>Years of Service as a Shirley Fire Fighter Completed As Of The Date Payment Is Due</u>	<u>Annual Longevity Payment</u>
5	\$500
10	\$750
15	\$1,000
20	\$1,250
25	\$1,500

~~Computation of Base Wage: Effective July 1, 2003, employee Longevity and EMT Stipend benefits set forth in the collective bargaining agreement will be included in the wage base for purposes of calculating overtime and other contractual benefits, and will be paid on a per period basis.~~ **Amended: March 28, 2016**

Section 7. Cost of Living and Step Adjustments: Subject to the provisions of paragraph 5 below, the union members shall receive cost of living and step adjustments as follows: a 2% cost-of-living increase for FY2015; open to negotiations the second and third years of this contract (FY2016 and FY2017), subject to final appropriation by the Town. If the non-union

employees receive a different percentage cost of living adjustment, whether the adjustment is higher or lower, subject to final appropriation by the Town, this contract's COLA will be adjusted.

*FY16 negotiated COLA at 2%, **approved 3/23/15.**

*FY17 negotiated COLA at 1%, additional 2.25% increase up the scale.

Article 19 Miscellaneous

Section 1. Federal and State Laws: In the event any Federal or State law conflicts with the provisions of this Agreement, the provision or provisions so affected shall no longer be operative or binding upon the parties, but the remaining portion of the Agreement shall continue in full force and effect.

Section 2. Amendments: Any provisions of this Agreement may be amended, modified, or supplemented at any time by mutual consent of the parties hereto, without in any way affecting any of the other provisions of this Agreement. In the absence of such mutual consent, the parties agree that this Agreement represents the full agreement of the parties on all matters which were negotiated or which could have been subjects of negotiation.

No such amendment shall bind the parties hereto unless made and executed in writing by the parties hereto.

Neither party shall be obligated or required to negotiate over any item or Article of this Agreement.

Section 3. Group Insurance: The Town shall pay for the following insurance for all full-time Fire Fighters covered under this Agreement as follows:

- a. The Town shall maintain at least its current level of ten thousand dollars (\$10,000) in group term life insurance for each full-time Fire Fighter, provided that said Fire Fighters are able to pass any physical examination that may be required by the insurance company and that said policy of insurance can be issued at standard rates for a Fire Fighter. The Town shall also continue to pay 50% of the premium of this insurance.
- b. The Town shall indemnify all Union members from litigation arising from the appropriate performance of assigned duties.
- c. The Town shall continue to provide the same or equivalent health insurance as is in force for all Town employees and likewise to maintain the percentages of payment of premium. The Town will contribute 75% (seventy five percent) of the employees' health insurance premiums and the employees shall contribute 25% (twenty-five percent)
- d. The Town shall continue to provide Long Term Disability (LTD) insurance for injuries or sickness not covered by Chapter 41, Section 111F (Injured On

APPENDIX A

FIRE UNION WAGE SCALE

GRADE	POSITIONS	Min.	Mid.	Max.
1	Fire Fighter	17.50	18.20	18.93
	Weekly (40 Hrs)	700.00	728.00	757.12
	Annual (2088 Hrs)	36,540.00	38,001.60	39,521.66
2	Fire Fighter	19.12	19.79	20.48
	Lieutenant	757.12	791.46	819.16
	Annual (2088 Hrs)	39,521.66	41,313.97	42,759.96
3	Fire Fighter	20.68	21.51	22.37
	Captain 1	827.35	860.44	894.86
	Annual (2088 Hrs)	43,187.56	44,915.06	46,711.66
4	Fire Fighter	22.60	23.72	24.91
	Captain 2	903.81	949.00	996.45
	Annual (2088 Hrs)	47,178.78	49,537.72	52,014.61

10/1/08