

MEMORANDUM OF AGREEMENT
FOR SUCCESSOR COLLECTIVE BARGAINING AGREEMENT BETWEEN
TOWN OF WATERTOWN
AND
WATERTOWN FIREFIGHTERS ASSOCIATION,
IAFF LOCAL 1347

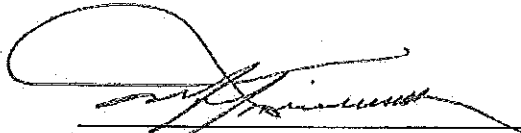
The Town of Watertown and the Watertown Firefighters Association, IAFF, Local 1347 hereby agree, subject to ratification by the Union membership and appropriation by the Town Council, to a three (3) year collective bargaining agreement effective July 1, 2016 through June 30, 2019 which shall contain the same terms and conditions as the parties' most recent agreement, except as modified by the following:

1. ARTICLE XXVII (Agency Service Fee): Add the following sentence to the end of the Article: "The Union agrees to indemnify the Town for any damages or costs in complying with this Article."
2. ARTICLE XXXIV (Contract Printing)
Delete article.
3. ARTICLE XXXVIII (Duration of Agreement)
Modify dates to reflect successor three year agreement;
4. Wages:
Increase base wages as follows:
2.25% - Effective July 1, 2016
2.0% - Effective July 1, 2017
2.0% - Effective July 1, 2018
5. Random drug testing policy (as revised by Town) effective July 1, 2017.
6. New hires: All new hires will be required to sign a repayment agreement with the Town in which they agree to reimburse the Town up to \$5,000.00 for the costs of training the employee if he/she leaves his/her position with the Town to accept other public safety employment prior to working in that position on a full-time basis for a period of at least five (5) years or if he/she accepts other public safety employment within said five (5) year period. The amount to be repaid will be prorated as follows:

<u>Years</u>	<u>Amount</u>
0 > 1	100% (\$5,000.00)
1 > 2	80% (\$4,000.00)
2 > 3	60% (\$3,000.00)
3 > 4	40% (\$2,000.00)
4 > 5	20% (\$1,000.00)
5 +	0% (\$0.00)

7. Bi-weekly pay
Effective with the first pay period in April 2017, all employees will be converted to a bi-weekly payroll system. The retroactive amounts to be paid to employees under this Agreement will be issued during the first week that the conversion to a bi-weekly payroll system takes place.
8. Private details
Increase private detail rate to \$53.00 upon implementation of CBA.
9. 10 year step
Add 10 year step to wage scale of 2.25% effective July 1, 2017.
10. Night/Staff Personnel Differentials
Increase current rate to 12.5% of 60% effective July 1, 2017.
11. Effective upon implementation of ALS service, add new assignment of Paramedic Supervisor, or similar title as determined by Fire Chief, with annual stipend of \$2,500.00.

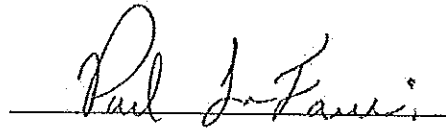
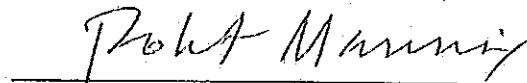
For the Town of Watertown



Michael J. Driscoll, Town Manager

Dated: 3/8/2017

For Watertown Firefighters Association,
IAFF, Local 1347



Dated: 3-8-17