

Memorandum of Agreement

Between

City of Cambridge (the City)

And

Local #30, I.A.F.F. on behalf of Fire Department Mechanics (the Union)

This Memorandum of Agreement (MOA) sets forth the material terms of a successor collective bargaining agreement reached between the Union's and the City's negotiating teams for the period of July 1, 2024 through June 30, 2027, subject to ratification by the membership of the Union. The Union's team shall sponsor and support such ratification. Failing such ratification, the Agreement shall be deemed void and both parties will be free to return to their prior bargaining positions.

The terms and provisions of the predecessor collective bargaining agreement that were effective from July 1, 2021 through June 30, 2024 shall remain in effect, except to the extent modified by this Agreement.

Duration 3 Years July 1, 2024 through June 30, 2027

Compensation, Wages, Article 13, Section 1

Retroactive to July 1, 2024	3.0% on base wages
Effective July 1, 2025	3.5% on base wages
Effective July 1, 2026	2.5% on base wages

Should, during the life of this contract, any City or School unit reach voluntary agreement with the City for a general across-the-board base wage increase greater in percentage than that provided to this unit, then the City and the Union agree to reopen the contract for the limited purpose of discussing base wages for the year or years in question.

Medical Insurance, Health Insurance Waiver, Article 25, Section 3

Effective July 1, 2025, increase the health insurance waiver amount to \$2500 per year (\$208.33/month).

Effective July 1, 2026, increase the health insurance waiver to \$2700 per year (\$225/month).

Sick Leave, Unused Sick Leave, Article 17, Section 7

Effective upon ratification, change the schedule of unused sick leave payout to the following:

Days 1-50	\$45 per day
Days 51-100	\$50 per day
Days 101-150	\$95 per day
Days 151-200	\$105 per day
Days 201-300	\$125 per day or 50% of the current daily rate, whichever is smaller but no less than \$105
Days 301-450	\$145 per day or 50% of the current daily rate, whichever is smaller but not less than \$125

Total accumulation for the purpose of sick leave buy-back shall be 450 days.

Hours of Employment, Overtime, Article 14, Section 3

Effective upon ratification, change the last paragraph to the following:

In the event that bargaining unit employees are called in to work during scheduled off-duty time, they shall receive a minimum of four (4) hours of pay at the time and one-half (1 ½) rate, except that if employees are called in to report for work between the hours of 11:00 p.m. and 5:00 a.m., they shall receive a minimum of eight (8) hours of pay at the time and one-half (1 ½) rate. The four (4) or eight (8) hour guaranteed minimums will not apply in the event employees are held over after their regular shift, are asked to work additional time immediately prior to the start of their regular shift, or have been prescheduled for an overtime assignment (i.e., provided with at least eight (8) hours of notice prior to the start of the overtime shift). For purposes of this section, “notice” shall mean either actual contact with the employee or placing a call to a phone number supplied by the employee for such notice, whether or not contact is made with the employee.

Article 13, Section 10, Compensation, Tool Allowance

Effective July 1, 2024, employees will receive a \$750 per year allowance for the purchase of tools to be used in the performance of their job. Effective July 1, 2026, this allowance will increase to \$900 per year. This allowance will be payable in the first pay period of July.

Compensation, Snow Incentive, Article 13, New Section 11

Create a new Section 11. Snow Incentive: Effective upon ratification, employees will receive a \$7.00 per hour incentive for all overtime hours working snow plowing operations. Effective July 1, 2025, the incentive will increase to \$7.50 per hour. Effective July 1, 2026, the incentive will increase to \$8.00 per hour.

Compensation, EVT, Compensation, Article 13, Section 13

Employees who are certified by the Emergency Vehicle Technician (EVT) Certification Commission as a Fire Apparatus Technician Level I, II or Master Level III will receive a stipend of \$3,000 per level (up to a maximum of \$9,000) per year, payable in the first pay period of December. In order to be eligible for the stipend, employees must have all required certifications as of the previous November 1. In addition, employees will also be eligible to receive this stipend for certification as an Ambulance Technician Level I, II or Master Level III (\$3,000 per level; up to a maximum of \$9,000).

Effective July 1, 2025, in lieu of the annual payments described above, employees will be eligible to receive an hourly stipend of \$1.50 per level for the designated certifications (up to a maximum of \$4.50 per hour for all three Fire Apparatus Technician certifications and \$4.50 per hour for all three Ambulance Technician certifications.). In order to be eligible to receive any hourly stipend in July, employees must have all required certifications as of June 1 of each year. New hires may submit proof of certification within 30 days of hire to begin receiving the stipend upon submission.

Effective July 1, 2026, increase the hourly stipend to \$1.65 per level for the designated certifications (up to a maximum of \$4.95 per hour for all three Fire Apparatus Technician certifications and \$4.95 per hour for all three Ambulance Technician certifications.).

Employees hired into this unit on or after January 1, 2018 must be certified in all three levels of Fire Apparatus Technician in order to be eligible to receive a stipend for Ambulance Technician II or Master Level III.

In addition, employees who have obtained ASE or EVT certifications required for any Fire Apparatus Technician Level that they have not yet completed will be eligible for a \$225 annual stipend per certification, up to a maximum of four (\$900 per year). Once an employee obtains all certifications necessary for a Fire Apparatus Technician Level stipend, they will no longer receive stipends for the individual certifications required for that level, but will be eligible to receive stipends for ASE or EVT certifications required for one of the higher Fire Apparatus Technician levels that the employee has not yet completed. These stipends will be payable in the first pay period of December for certifications valid as of the previous November 1.

Housekeeping

Clean up obsolete language, typos, etc.

Agreed to this 28th day of March 2025.

For the Union:


Daniel Lopez
Working Supervisor/Fire Apparatus Repair


Lt. Christopher Haynes
President, Local 30, IAFF


Lt. John Magee
Vice President, Local 30, IAFF

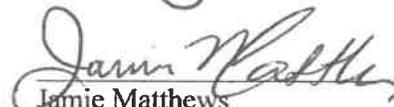

Hailey Ferguson, Esq.

For the City:


Yi-An Huang
City Manager


Thomas Cahill, Jr.
Acting Chief of Department


Raecia Catchings
Chief People Officer


Jamie Matthews
Director of Labor Relations