

**MEMORANDUM OF AGREEMENT**  
**between**  
**TOWN OF MEDFIELD**  
**and**  
**MEDFIELD PERMANENT FIREFIGHTERS ASSOCIATION**  
**LOCAL 4478, IAFF, AFL-CIO**

The Town of Medfield (“the Town”) and the Medfield Permanent Firefighter Association Local 4478, IAFF, AFL-CIO (“the Union”) hereby agree that the collective bargaining agreement between the Town and the Association will be extended for three years, July 1, 2025 through June 30, 2028, with the following changes agreed to by the parties’ negotiating teams and set forth below. The bargaining teams shall sponsor and support the ratification of this Agreement by the Union and the Board of Selectmen. Failing ratification by both parties’ principals, the Agreement shall be deemed void and both parties will be free to return to their prior bargaining positions. If ratified by both parties’ principals and funding for the economic items is appropriated by Town Meeting, a new comprehensive Collective Bargaining Agreement shall be drafted which incorporates the material terms of this Agreement into the unchanged provisions of the 2025 to 2028 Agreement.

1. **Amend Article XXVII:** Duration: July 1, 2025 to June 30, 2028
2. **Amend Article VI:** Classification of Positions and Pay Schedule:

a. **Salary Schedule**

- Parity (effective July 1, 2025)
  - All Captains 2%
  - FF/Medic 1%
- Cost of Living Adjustment (COLA)
  - July 1, 2025 2%
  - July 1, 2026 2%
  - July 1, 2027 1.5%
- Stipend (to be included in the calculation of base pay)
  - \$1,000 Stipend at 15 Years
  - \$1,500 Stipend at 20 Years
- Removal of the FF/AEMT classification

**3. Article XXX- Educational Benefit Stipend– Amend Language for July 1, 2027**

A. Effective July 1, 2027, all members employed at the Medfield Fire Department who meet the qualifications in this section shall be eligible for the following educational incentive:

Associates Degree	10%
Bachelors Degree	20%

B. In order to be eligible for this incentive, a firefighter must have obtained a degree from an accredited institution. All firefighters employed at the Medfield Fire Department shall receive this incentive if they receive a degree in Fire Science, Paramedicine, Emergency Management, or Public/Business Administration, or if their degree falls outside of these categories, upon approval by the Fire Chief. Approval will not be unreasonably withheld provided the degree is relevant and/or related to the job functions of the position. If a member is dissatisfied with the Chief's determination, they have the right to appeal that decision to the Select Board within thirty days of receiving formal notice from the Chief.

C. Effective July 1, 2027, this benefit shall be paid through a biweekly payment as a calculation of each member's base pay, rather than an annual payment. The educational incentive shall be considered part of base pay for the calculation of overtime.

#### **4. Amend Article VII Hours of Work and Overtime**

F. Eliminate Minimum Call Back of 2 Hours. Recall will be Hour for Hour.

#### **5. Amend Article XV Uniforms and Equipment**

Insert new Section:

D. If a member leaves the department within two years of the hire date, the member must pay back (pro-rated) the initial uniform outfitting. This does not apply to termination.

#### **6. Amend Article VI Classification of Positions and Pay Schedule: EMT Certification**

Effective July 1, 2025, the Fire Chief may offer employment to a FF/Paramedic candidate still enrolled in Paramedic School. Successful completion of Paramedic certification and MA licensure must take place within the twelve (12) month probationary period after the date of hire. The Fire Chief has the authority to extend the probationary period if necessary.

#### **7. Amend Article IX Vacations**

b. After the first year of employment, vacation accrual will be July 1st to June 30th.

C. Vacation hours cannot be carried over from year to year.

In case of retirement, resignation, or termination of employment the employee shall be paid for all accrued vacation prorated from July 1st to the last day of employment.

#### **8. Amend Article XI Personal Leave**

- Effective July 1, 2027, Personnel Leave is reduced from thirty-six (36) hours to twenty-four (24) hours.

#### **9. Amend Article 1 Recognition**

- Remove the following sentence: The parties reserve their positions on the inclusion/exclusion of a permanent Captain's position in the bargaining unit if the position is established.

**10. Remove Side Letter 1 and Side Letter 2**

**11. Add Side Letter 1:** If during the term of this contract, a Capt/AEMT is demoted to a FF/AEMT, there shall be negotiations limited to negotiating the rates of pay associated with this position.

**Medfield Select Board**

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**Date:** \_\_\_\_\_

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**MEDFIELD PERMANENT FIREFIGHTERS ASSOCIATION LOCAL 4478,**

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**Date:** \_\_\_\_\_

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