

Settlement Agreement
By and Between
the Town of Duxbury and
the Duxbury Permanent Firefighters Association, I.A.F.F., Local 2167

1. Wages:
 - Effective July 1, 2022, 2.0%
 - Effective July 1, 2023, 4.0%
 - Effective July 1, 2024, 4.0%
2. Article VII, Overtime Pay, Section 6.9 (p.6): Amend first sentence to read: “The detail rate for outside details will be the top step for a Captain Paramedic with a Bachelor’s Degree at the overtime rate with longevity for non-Town details, and the pay rate for Town details shall be the top step for a Firefighter/Paramedic with a Bachelor’s Degree at the overtime rate with longevity.”
3. Add to Article 7 Holidays, as per MOA dated June 9, 2021 between the Town and Union, the collective bargaining agreement will be amended by inserting Juneteenth into the list of paid holidays. Furthermore, the first sentence of section 7.0 in the contract will be amended by deleting “eleven (11) paid holiday each year” and replacing such with “twelve (12) paid holiday each year”.
4. Add to Article 8 Vacation as a new Section 8.9: “In regard to any employee hired on or after July 1, 2022, said employee shall receive up to ninety-six (96) hours of vacation time upon hire to be prorated based upon the date of hire. For example, if an employee is hired on January 1, then the employee will be credited with forty-eight (48) hours of vacation time. Said employees will only receive the vacation time already credited at the time of separation from employment to be prorated based upon the separation date if earlier than the end of the contract year regardless of the manner of separation (e.g., resignation, retirement, armed services, termination, etc.). The provisions of Section 8.8 do not apply to any employee hired on or after July 1, 2022.”
5. Change Article 10.1 “Work Clothing and Cleaning allowances – Clothing allowance shall be \$775 per year for all bargaining unit members. Cleaning allowance shall be \$725.00 per year for all members of the bargaining unit.” add for those hired on or after August 1 receive clothing allowance of \$775 only (e.g. no cleaning), if hired on or after January 1, clothing allowance only in the amount of \$387.50 (e.g. no cleaning).”
6. New Miscellaneous Provisions, 10.16 usage of a “Multi-Factor Authentication System”, (also known as MAS) providing additional layers of security for job related user accounts, verifying identity using additional factors (e.g. pin via text message or smart phone app) see link for more information https://townduxburymaus1-my.sharepoint.com/:b:/g/personal/horne_duxbury-ma_gov/EVMwKj90PkdDsW83Sr45J9gBZnt5vcG1ERh1FvIR_RGflg
7. Change Miscellaneous Provisions, 10.6 “The Chief shall have the option to meet at least once a year with Officers within the bargaining unit to evaluate and discuss their performance with the intent of focusing upon areas of strengths and weaknesses for the

good of the Department and the Officer utilizing the negotiated performance evaluation process which will transition to an electronic platform and format. Such evaluations are intended exclusively as a means of increasing communications within the Fire Department. It is clearly understood that the evaluation process is not intended as a tool for determining compensation, promotions, or discipline.”

8. New Miscellaneous Provisions, 10.18, transition to an electronic communication, learning and recordkeeping system for policies, procedures, rules, regulations and departmental updates.
9. Change Stipends 11.4 “The following coordinators will receive a \$300 annual stipend, the first pay period in July:
 - i. EMS Training (Title Change)
 - ii. Dive
 - iii. SCBE/PPE
 - iv. Equipment (Title Change from EPCR)
 - v. Communications
 - vi. Fire Training (Title Change)
 - vii. HAZ-MAT
 - viii. Technical Rescue
 - ix. PIO (addition)
 - x. Public Education (addition)
 - xi. Social Media (addition)
 - xii. Honor Guard (addition)
10. Add to Pay Practices, Article 11.9 transition to electronic time and attendance system compatible with our payroll system.
11. Emergency Medical Technician Pay, Section 18.3:

Change the sentence

“All courses taken during non-scheduled hours will be compensated in accordance with the overtime provisions of Article VI for time spent at the course provided the employee has prior approval of the Chief.”

to

“All courses taken during non-scheduled hours (excluding national core curriculum refresher see 18.5) will be compensated in accordance with the overtime provisions of Article VI for time spent at the course provided the employee has prior approval of the Chief.”

Add Section 18.5:

“Effective July 1, 2023 \$750 will be added to the base salary for all EMT-B’s and \$1250 will be added to all EMT-P’s. This one-time adjustment will be in lieu of receiving any overtime or compensation for completing National core curriculum for EMT and or Paramedic refresher from July 1, 2023 forward. This one-time adjustment does not affect any continuing education training hours. The Town shall cover the cost of all recertification fees.”

- 12. New Appendix D-Performance evaluation tool (following review and approval of an evaluation document(s) as necessary).

FOR THE TOWN OF DUXBURY

on February 27, 2023



Fernando Guitart,
Duxbury Selectboard

Cynthia Ladd Fiorini,
Duxbury Selectboard



Michael McGee,
Duxbury Selectboard



Amy MacNab,
Duxbury Selectboard



Theodore Flynn,
Duxbury Selectboard



Rene' J. Read,
Town Manager



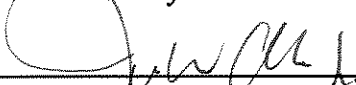
Robert Reardon,
Fire Chief

FOR THE DUXBURY PERMANENT
FIREFIGHTERS ASSOCIATION, I.A.F.F.,
LOCAL 2167 *on February 14, 2023*

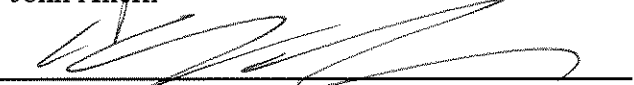


Douglas Cunningham,
President

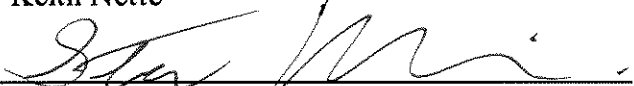
Matthew Bryer



John Ahern



Keith Nette



Steve Maccini

