

Memorandum of Agreement
DRACUT FIRE FIGHTERS LOCAL 2586
FY2025 - FY2027

The Town of Dracut (Town") and the Dracut Fire Fighters Local 2586 (the "Union") agree on the following terms for a successor collective bargaining agreement:

Term of Agreement

The current collective bargaining agreement which terminated on June 30, 2024 is hereby extended for an additional three (3) years commencing on July 1, 2024.

Article 8 Salary Schedule

- Section 1
 - 2% increase for FY2025
 - 2% increase for FY2026
 - 2% increase for FY2027
 - Captain's Base Pay, effective July 1, 2024, will be \$1,741.77 (Appendix A), due to the increased roles and responsibility of overseeing training, EMS scheduling, fire prevention and additional responsibilities as identified in Article 23.
 - Deputy Base Pay, effective July 1, 2024, will be \$1,898.21 (Appendix A), due to the change in roles and assignment as identified in Article 23.

See Salary Chart; Appendix "A"

Article 16 Vacation

Add the following language to paragraph 6

The Chief and the union agree that with the implementation of the captains moving to an assigned command vehicle, in the event of an absence there should be a concerted effort to fill said position with a similar rank or higher. As such only two captains shall be allowed to be out on non-split week scheduled vacation during the same full pay period (Thursday to Thursday). Said Captains seniority list shall rotate one spot every year and in the event that three Captains put in for the same week of scheduled vacation, the top two Captains at the top of the rotating seniority list shall be awarded the scheduled vacation week.

Sunset clause example

The allowance of two Captains being allowed to be out on the same non split week scheduled vacation during the same full week pay period shall be done on a trial basis from July 1, 2024, to July 1, 2025. After July 1, 2025 with agreement between the Chief of the Department and the Union, the standard going forward will be two Captains being allowed to be out on the same non split week scheduled vacation during the same full week pay period. However, if it is determined

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that an unsatisfactory amount of scheduled vacation shifts are not being filled by the rank of Captain or higher than the number of Captains allowed to be out on the same non split week scheduled vacation during the same full week pay period shall be reduced to 1.

Article 32 Education Section 3

- EMT Stipend
 - .5% increase for FY2025
 - .5% increase for FY2026
 - 1% increase for FY2027

Article 32 Education Section 4D

- Associates Degree \$1,500 per year
- Bachelor's Degree \$2,000 per year
- Master's Degree \$2,500 per year

- Expand undergraduate degrees to include Public Administration and National Fire Academy Chief Fire Officer Program only

Article 32 Education Section 5

Education incentives are established for the following certifications:

- Fire instructor 1, Fire Instructor 2, Driver/ Operator- Motor Pump, Driver/Operator-Aerial, Hazmat Tech, Fire Prevention Officer, Officer 1, Officer 2, Officer 3, Officer 4 or Chief Fire Officer
- Pay for the aforementioned certifications shall be an annual stipend of \$225 per certification with a maximum of three (3) certifications.
- Educational stipends shall be paid in the month of December. All certifications must be submitted to the office of the Fire Chief in order to be eligible for incentive pay. Members who complete a certification after the month of December must submit a copy of said certification to the office of the Fire Chief to receive subsequent stipend pay for certification that is attained.
- With proper notification, members retiring prior to December remain eligible for the aforementioned education benefits to be included in their last paycheck from the town.

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Article 10 Section 2

Replace Language to the following:

Deputy Chiefs shall work 7:30 am to 6:00 pm. Their contractual benefits shall continue to be calculated based on a 42-hour work week. One Deputy Chief will work Monday through Thursday and one Deputy Chief will work Tuesday through Friday. In the event that a collectively bargained holiday is set to fall on a regularly scheduled workday, said Deputy Chief with proper notice to the Chief may choose to work the holiday or be scheduled to work the Friday preceding the week in which the holiday is scheduled to take place from 0730-1800 and remains eligible for the benefits listed in Article 17 and all subsequent benefits afforded within this collectively bargained agreement. In the event, said Deputy Chief is scheduled to be on duty during a collectively bargained holiday but has also elected to use vacation or personal time, said member will not be required to work the preceding Friday schedule as noted above and will still remain eligible for the benefits listed in Article 17. In the event two collectively bargained holidays are in the same pay week, the Deputy Chief is to inform the Chief of which days he plans to work to stay current with his 42 hour work week and remain eligible for the benefits listed in Article 17.

Article 23 Job Classifications

Replace Language to the following:

Lieutenant

Under supervision of a superior officer, performs fire-fighting work as necessary, responding to fire alarms as a member of a company. When directed, supervises subordinates in firefighting activities at the scene of a fire or in the absence of the Fire Captain. May supervise activities on an assigned shift and have responsibility for equipment. May perform other administrative work such as preparing reports and personnel records when so assigned. Supervises and performs fire inspections.

Captain

Supervises and assumes responsibility for fire companies as it relates to day to day operations. Performs administrative and technical firefighting work, directs activities of a municipal Fire Department as delegated. Directs personnel and maintains departmental efficiency, responds to fire alarms and directs firefighting operations operating out of an assigned command vehicle. Performs administrative duties such as scheduling and conducting training sessions in firefighting tactics and techniques, maintenance of fleet and equipment, and preparing reports. Performs Fire Prevention duties as needed and directed by the Deputy Chief (i.e. inspections, scheduling Day Care SAFE and school inspection scheduling, etc.). Directs or performs inspection of buildings for fire hazards.

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Deputy Fire Chief

Performs administrative and technical firefighting work, assisting in the direction of activities of a municipal Fire Department as needed. Acts for the Fire Chief in his/her absence at the Deputy's pay. Upon notification to the Town Manager by the Fire Chief that he/she is to be unavailable for a period of more than 24 hours then the Deputy Fire Chief shall assume all the duties and responsibilities of the Fire Chief. Assist the Fire Chief in coordinating and directing the activities of a Municipal Fire Department. Directs personnel and maintains departmental efficiency, order, discipline, and other personnel matters, responds to all calls for structure fires and assists in firefighting operations as part of the incident command structure. Directs or performs inspection of buildings for fire hazards.

Article 33 Deputy Chief

Replace Language to the following:

Section 1

When a Deputy Chief is absent, the Chief shall offer the overtime to the other Deputy and all overtime shall be offered equally throughout the year.

Section 2

When Chief is absent, he shall notify the next in command.

APPENDIX "A" – SALARY SCHEDULE

	FY24 Base 7/1/2023	FY25 Base 07/01/2024	FY26 Base 07/01/2025	FY27 Base 07/01/2026
Fire Fighter				
Step 1	\$943.78	\$962.66	\$981.91	\$1,001.55
Step 2	\$1,195.86	\$1,219.78	\$1,244.17	\$1,269.06
Step 3	\$1,247.13	\$1,272.07	\$1,297.51	\$1,323.46
Step 4	\$1,298.48	\$1,324.45	\$1,350.94	\$1,377.96
Lieutenant	\$1,420.67	\$1,449.08	\$1,478.07	\$1,507.63
Captain	\$1,552.38	\$1,741.77	\$1,776.61	\$1,812.14
Deputy Chief	\$1,691.81	\$1,898.21	\$1,936.18	\$1,974.90

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Addendum – July 1, 2024

This proposal to promote 4 Fire Fighters to Lieutenant and change the responsibilities of the Captains and Deputy is a stop-gap measure to help ensure the safety of the members while attempting to maintain the services currently provided by the department. There will be limitations and service disruptions with the open Deputy Chief and Fire Inspector positions. The end goal is the successful completion of the 2022 strategic staffing plan as funds allow. The second Deputy Chief and Fire Inspector positions will remain on the books as unfunded and be reviewed on an annual basis for restoration with the Deputy Chief position the first to be restored as a Tuesday through Friday position in charge of Operations. This schedules a Deputy Chief five days per week. The Fire Inspector and subsequent firefighter positions will be filled as funds allow until the full staffing level of 56 is accomplished. This will fulfill the remaining major recommendations of the MRI study, allow the Town to meet or exceed NFPA standards and allow for an increase in classification for the ISO standard.

IN WITNESS WHEREOF, the Town of Dracut and the Dracut Fire Fighters Local 2586 caused this instrument to be signed by their authorized representatives this _____ day of XX.

FOR THE TOWN OF DRACUT

Alison Genest – Chairman

Joseph DiRocco, Jr – Vice-Chairman

Tony Archinski – Member

Jennifer Kopcinski – Clerk

Heather Santiago-Hutchings – Member

FOR THE UNION

Shane O'Donnell – President

Michael Cunha – Vice-President

Mike Siegler – Bargaining Team

Brian Lanteigne – Bargaining Team

Mike Petrilli II – Bargaining Team

Jon Carroca – Bargaining Team