

**MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF ROCKLAND
AND
ROCKLAND PERMANENT FIREFIGHTERS
IAFF LOCAL 1602**

For good and valuable consideration, each to the other given, the Town of Rockland and the Rockland Permanent Firefighters, IAFF Local 1602, hereby agree to modify the collective bargaining agreement that is in effect from July 1, 2015 through June 30, 2018 as set forth below and to extend such agreement from July 1, 2018 through June 30, 2021. All other terms of the July 1, 2015 through June 30, 2018 collective bargaining agreement not expressly modified by this Agreement shall remain in full force and effect throughout the extended Agreement.

1. Article XIII

Salaries for Firefighters covered by this agreement shall be as follows:

Effective July 1, 2018	2% wage increase
Effective July 1, 2019	2% wage increase
Effective July 1, 2020	2% wage increase

2. Duration – Article 21 – July 1, 2018 – June 30, 2021

3. Training – 6.0 – Increase training hours to thirty-two (32).

4. Day Shift Officer –

- a. 13.11 – B. The day shift officer shall receive a weekly stipend of \$100.00, which shall be included in his/her base pay for all purposes.
- b. 5.1 – The day shift officer shall work four (4) ten-hour shifts from 8:00 a.m. – 6:00 p.m., Tuesday through Friday, except when a holiday occurs Tuesday through Friday, in which case the officer shall work the Monday of the week of the applicable holiday and have the actual day of the holiday as a day off.

5. Education –

- a. 13.5 – Increase percentages as follows: Associates Degree – 6.5%, Bachelors – 9%, Masters – 10%

- Eligible degrees – Add nursing, emergency/disaster management, and any degree in the field of Emergency Medical Services..
6. Longevity – 15.1 – Replace second to last sentence with the following:
Calculation for full-time service shall be based on creditable years of service under General Laws, c. 32, as evidenced by a statement of creditable years of service from the Plymouth County Retirement Board.
 7. New Section: The Fire Chief shall be permitted to utilize email as a method of communication with employees. The Town shall provide each employee with a town email address, supported by the Town's Information Technology Department.
 8. The Town and the Union will meet to review and bargain over a maternity-light duty policy for the Rockland Fire Department, the implementation of which shall be subject to mutual agreement between the Town and the Union. Light duty shall only be utilized in relation to maternity leave.
 9. The Town and the Union will meet to review and bargain over a single job description for all captains in the Rockland Fire Department. Any mutually agreed upon job description for Captains resulting from this bargaining shall replace Appendix B.
 10. The Union and the Fire Chief shall meet to develop a simplified wage scale that would replace the existing wage scale(s). Once approved by the Union and the Town, the new wage scale shall be incorporated into a successor collective bargaining agreement.
 11. Regional Dispatch – The Union acknowledges that the Town has met its obligation to bargain under General Laws, c. 150E regarding the Town's decision to move Fire Department dispatch functions to a regional dispatch operation, located in and operated by the Town of Holbrook, effective July 1, 2018. The Town agrees to impact bargain in the event there is a reduction in staff below 5 firefighters per shift.
 12. Assessment Centers for Promotions - The Town shall be permitted to utilize assessment centers for promotions to the positions of lieutenant, captain, and deputy chief. Assessment centers shall be conducted in accordance with standards established by the Commonwealth Human Resources Department (HRD). Two (2) members of the Union, along with the Fire Chief and Deputy Chief, shall review proposals and select a vendor to conduct promotional assessment centers. Placement on promotional lists shall be determined as follows:
 - a. Promotion to lieutenant – 20% assessment center exercise, 70% written exam score, 10% education and experience
 - b. Promotion to captain – 25% assessment center exercise, 65% written exam score, 10% education and experience

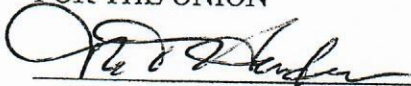
- c. Promotion to deputy chief – 30% assessment center exercise, 60% written exam score, 10% education and experience

13. Housekeeping – The parties agree to execute an updated collective bargaining agreement that integrates the agreed upon modifications in this Agreement. In drafting a successor integrated collective bargaining agreement, the parties agree to modify or eliminate extraneous language or provisions that are no longer applicable to current or future employees. No language shall be deleted or modified without approval by both parties.

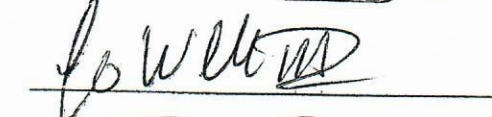
14. If, after execution of this Agreement, any other Town (non-school) collective bargaining unit negotiates a total COLA or wage package for fiscal years 2018 - 2020 that exceeds the overall value of the COLA/wage package contained in this Agreement, the Town agrees to re-open negotiations with the Union on the subject of wages.

IN WITNESS THEREOF the parties hereto set their hands and seals by their duly authorized representatives this 30TH day of June, 2018.

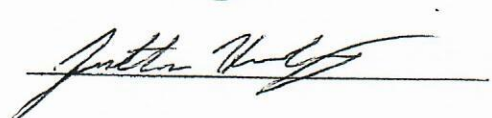
FOR THE UNION











FOR THE BOARD OF SELECTMEN

