

## **Memorandum of Agreement**

Between the Town of North Attleborough

And

North Attleborough Firefighters, Local 1992, IAFF, AFL-CIO

18 June 2025

This one-year Memorandum of Agreement ("MOA") is entered into by and between the Town of North Attleborough ("Town") and the North Attleborough Firefighters, Local 1992, IAFF, AFL-CIO ("Union"). The terms and conditions set forth below shall amend the parties' current collective bargaining agreement, which expires June 30, 2025, solely for the period of July 1, 2025 through June 30, 2026.

### **1. Duration of Agreement**

This MOA shall remain in effect from July 1, 2025 through June 30, 2026.

(Reference: Article XXII, Section 1 – Duration of Agreement)

### **2. Cost of Living Adjustment (COLA)**

All members of the bargaining unit shall receive a 1.75% COLA effective July 1, 2025.

(Reference: Article V, Section 1 – Salaries)

### **3. Longevity Step Increases**

Effective July 1, 2025, the longevity pay provisions outlined in Article V, Section 1 of the July 1, 2022 – June 30, 2025 collective bargaining agreement are hereby amended as follows:

The compensation for the 10-year step shall increase from 1.5% to 3.0% above the MAX step for employees with ten (10) years of continuous service with the North Attleborough Fire Department. Similarly, the compensation for the 20-year step shall increase from 1.5% to 3.0% above the 10-year step for employees with twenty (20) years of continuous service. These longevity increases shall be considered part of base pay for all contractual purposes, including but not limited to overtime, vacation, detail, and retirement calculations.

### **4. EMT Stipend Increase**

EMT stipends shall be increased by 7.0%.

(Reference: Article XVII, Section 2 – EMT Compensation)

STIPEND for Advanced EMT classification. Rescue assigned and Non Rescue assigned.

Unassigned- 13.5%

Assigned- 18%

## **5. Creation of Certification Stipend Program**

The Town agrees to establish a Certification Stipend Program. Members may receive \$50 per accepted certification, with a maximum of \$600 per year. Qualifying certifications include:

- Fire Instructor I, II, III
- Fire Officer I, II, III
- Safety Officer
- Public Fire Educator
- Hazmat Tech
- Driver Operator (Pump, Aerial)
- Fire Investigator

- NIMS: ICS 100, 200, 300, 400, 700, 800 - Members completing all 6 NIMS courses shall receive an additional annual \$400 stipend.

## **6. College Education Stipend and Tuition Reimbursement**

The Town shall continue offering annual college education stipends as follows:

- Associate's Degree – \$2,500
- Bachelor's Degree – \$6,000

Master's Degrees are no longer eligible for stipend payments.

The Fire Chief shall have sole discretion to evaluate and approve educational degrees for stipend eligibility on a case-by-case basis. Approval of any individual degree does not establish precedent or guarantee inclusion on a permanent list. Instead, for each request, the Fire Chief shall make a recommendation to the Town Manager, who retains final authority. There shall be no standing list of approved degrees, other than those already established by agreement; each application shall be reviewed independently under the terms of the educational stipend provision.

Additionally, tuition reimbursement is eliminated. All educational costs are the sole responsibility of the employee.

(Reference: Article V, Section 7 – College Incentive Plan)

(Note: Supersedes Article V, Section 6 – Payment of Tuition)

## **7. Stipend Payment Schedule**

All stipends related to education, certification, and NIMS courses will be paid annually in July for the previous fiscal year. No proration will occur for employees who leave prior to June 30.

(New Administrative Clause – Applies to Article V, Sections 6 & 7)

## 8. Health Insurance Opt-Out Incentive

Article V, Section 2B – Opt-Out Incentive is deleted and replaced with the Town's current Health Insurance Opt-Out Policy. This policy shall apply uniformly to all eligible employees within the bargaining unit. See Appendix A: Health Insurance Opt-Out Policy (Reference: Article V, Section 2B – Opt-Out Incentive)

## 9. Elimination of Tuition Payment Benefit

Article V, Section 6 – Payment of Tuition is hereby deleted in its entirety. The Town shall no longer provide reimbursement or payment for tuition, registration fees, or books for fire department job-related courses. (Reference: Article V, Section 6 – Payment of Tuition)

## 10. Continuing Education Responsibility

Article XVII, Section 3 – EMT Training is hereby deleted and replaced with the following: "All continuing education requirements are the responsibility of the individual firefighter paramedic / EMT." (Reference: Article XVII, Section 3 – EMT Training)

**11. Removal of Day Personnel from Shift Command Vehicle**-Car 2(Deputy Chief), Car 4(Fire Prevention Captain), Car 6(EMS Captain) will no longer function as Shift Commander on their regularly scheduled days of work. This list may change if day personnel vehicles are assigned different numbers.

## 12. Clothing allowance

Increase from \$515 annually to \$1000 annually

## 13. Annual Physical Fitness Test

The NAFD agrees to adopt the attached Physical Fitness Test Standard as the approved minimum requirement for participation in the annual physical fitness assessment. Firefighters who meet or exceed this standard shall be eligible to receive an annual stipend of up to \$1,000 based on their performance.



Michael Borg

Town Manager

Town of North Attleboro



Shawn Brillon

President

North Attleboro Firefighter's L1992