



Tentative Agreement between City of Northampton and IAFF, Local 108

March 24, 2023

The parties agree to the following tentative agreement for a FY23-FY25 successor CBA. This tentative agreement is contingent on ratification by the Union, approval by the Mayor, and funding by City Council.

Duration: 3 years July 1, 2022 through June 30, 2025.

Wages/Explanation of Proposal: See attached wage scales (Exhibit 1) for FY23, FY24, and FY25. It includes:

- COLA - 0%, 2.5%, 2.5%
- New 10-step scale for FF and 7-step scale for Captains, based on the following assumptions:
 - \$1250 of the ambulance assistant stipend rolled into base for FY23 (so EMS stipend and ambulance asst. go down by \$1250 in FY23), with remaining \$1250 of ambulance assistance having already been paid out in December of 2022, another \$1250 of the ambulance assistant stipend is rolled into base starting in FY24 at which point EMS stipends will be reduced by the full \$2500 that got rolled in and ambulance assistant eliminated.
 - City will also contribute \$2500 to Step 1 firefighter in new scale on FY23. 3.201% between steps on the Firefighter scale for a 32% wage growth spread from Step 1 to Step 10.
 - Captain's new scale starts at 3.2% above Step 10 Firefighter. 3.0% between steps for Captains.
 - Placement on new scale:
 - **FY23:** All unit members are placed on their new scale as indicated on the attached Exhibit 2.
 - **FY25:** All firefighters except FF Pawloski (addressed below) with over 15 years of service as of July 1, 2022, will advance to Step 10 on January 1, 2025.
 - **Captain Curtin:** Captain Curtin will be placed on Step 7 on the new scale effective July 1, 2022 as indicated on Exhibit 2.
 - **Firefighter Pawloski:** Firefighter Pawloski will be placed on Step 8 effective July 1, 2022, Step 9 effective Jan 1, 2023, and Step 10 effective July 1, 2023. Pawloski's July 1, 2022 placement is reflected on the attached Exhibit 2.
 - Years of service for placement is calculated as continuous years of service as a permanent full-time firefighter in the unit.
- Modify Article 45.03 to read: "If a firefighter is on injury leave for a **continuous period of ninety (90) days**, the City may require them to perform light duty".

- Add to Article 26.08: “To qualify for the benefit under this Article, all credits and degrees must be earned from a College or University that is regionally accredited by an agency recognized for accreditation by the US Department of Education. Unit members who, as of the date of this tentative agreement, receive an education benefit based on credits and degrees earned by Colleges or Universities that are not regionally accredited as provided herein, will continue to receive the benefit as a legacy.”
- Modify Article 36, Longevity Compensation as follows:
 - Retain Sec. A (\$400 at 4-9 years) and Sec. B (\$500 at 10-14 years);
 - Increase 15-19 years at Sec. C from \$600 to \$1000;
 - Increase 20-24 years at Sec. D from \$700 to \$1200;
 - Increase 25-29 years at Sec. E from \$800 to \$1500.00;
 - Increase 30+ years at Sec. F from 900 to \$1800.00.
 - Delete Sec. G (35+years) at \$1000.
- Add addendum for a one-time Covid-19 Bonus as follows: “The City will provide a Covid-19 mitigation payment of up to \$2,100 to eligible unit members. Eligibility shall be determined based on the following criteria:
 - The unit member was employed by the City of Northampton in a regular full time or part-time position that was budgeted for at least 20 hours per week;
 - The unit member was employed in a public safety function and actively working (e.g., not on a paid or unpaid leave of absence or administrative leave) in their position and assigned regular duties from March 10, 2020 to June 15, 2021 (the Covid-19 Emergency period) and still working for the City when it is paid;
 - Covid-19 mitigation payments will be prorated for each full month they are eligible for those unit members hired after the Covid-19 Emergency Period commenced and for any unit members on a paid or unpaid leave of absence or administrative leave for any portion of the Covid-19 Emergency Period. Part time employees will also have their Covid-19 mitigation payment prorated.
 - This is a one-time bonus to be paid on the first payroll after the Agreement is ratified and funded by the parties.”
- Article 7, Section 1: Holidays. Add Juneteenth (June 19) to list of Holidays as initialed on 4/1/22.
- Article 4, Section 5: Grievance Procedure. Add new Step 3 to go to Mayor, as proposed by Local 108 as initialed by parties on 5/26/22.

- Article 8, Section 10, Subsection B: Vacation. Add language to clarify that staffing during summer vacation, as proposed by Local 108 and initialed by parties on 4/1/22.
- Article 22, Section 1: Clothing Allowance. Increase clothing allowance to \$750 per employee per fiscal year starting in FY24.
- Article 53:
 - Change title of Article to Health and Wellness
 - Add 53.02. The Department shall allow peer support to staff members per its Departmental policy. Up to two peer support staff members per year shall be permitted to attend two peer support meetings/trainings without loss of compensation, and the Department shall provide funding to certify up to 8 total bargaining unit members as peer support staff.
 - Add 53.03. The City will support efforts to secure grant funding for unit member screenings for cancer and other occupational diseases.
- All remaining proposals of the parties are to be withdrawn.

For IAFF, Local 108



Date: 3/25/23



Date: 3/25/23



Date: 3/25/23

For the City:



Date: 3/27/23

Date:

Date:

Last Name	First Name	Job Class	Job Class Description	Grade	Step 7/1/2022
SOBEK-ROSNICK	JESSE	2405	CAPTAIN	7	3
BIGDA	IAN	2405	CAPTAIN	7	3
MARCHAND	MATTHEW	2405	CAPTAIN	7	4
LANGER	CALEB	2405	CAPTAIN	7	4
HALL	STEVEN	2405	CAPTAIN	7	6
MURRETT	DAVID	2405	CAPTAIN	7	6
SCHUETZE	WILLIAM	2405	CAPTAIN	7	6
MILLIN	WILLIAM	2405	CAPTAIN	7	6
THERRIEN	LAWRENCE	2405	CAPTAIN	7	6
CURTIN	MARK	2405	CAPTAIN	7	7
KRAUSE	TRISTAN	2410	FIRE FIGHT	4	1
MILLER	JOHN	2410	FIRE FIGHT	4	1
BRUSH	JUSTIN	2410	FIRE FIGHT	4	1
HALLOCK	TYLER	2410	FIRE FIGHT	4	1
CYR	RYAN	2410	FIRE FIGHT	4	1
KEEFE	BRIAN	2410	FIRE FIGHT	4	1
STEVENSON	COLLIN	2410	FIRE FIGHT	4	1
NICKERSON	DANIEL	2410	FIRE FIGHT	4	2
MILLER	BENJAMIN	2410	FIRE FIGHT	4	2
DRENEN	MATTHEW	2410	FIRE FIGHT	4	2
HAYES	ROBERT	2410	FIRE FIGHT	4	2
BOUSQUET	JONATHAN	2410	FIRE FIGHT	4	2
BURRELL	MATTHEW	2410	FIRE FIGHT	4	3
SCHOTT	DANIEL	2410	FIRE FIGHT	4	3
PARKER	HUGH	2410	FIRE FIGHT	4	3
WIKLUND	MATTHEW	2410	FIRE FIGHT	4	4
MANCINO	JOSEPH	2410	FIRE FIGHT	4	4
PIKE	MEAGAN	2410	FIRE FIGHT	4	6
MARTIN	DANIEL	2410	FIRE FIGHT	4	6
COTNOIR	KEITH	2410	FIRE FIGHT	4	6
SICARD	ETHAN	2410	FIRE FIGHT	4	6
SCHWAIGER	JONATHAN	2410	FIRE FIGHT	4	7
DUMA	SEAN	2410	FIRE FIGHT	4	7
DAVIS	PATRICK	2410	FIRE FIGHT	4	7
EISENSTEIN	HANNAH	2410	FIRE FIGHT	4	7
GALICA	DANIEL	2410	FIRE FIGHT	4	7
SPRINGMAN	DARYL	2410	FIRE FIGHT	4	7
PAWLOSKI	MICHAEL	2410	FIRE FIGHT	4	8
NAZZARO	DENNIS	2410	FIRE FIGHT	4	7
DAWKINS	WILLIAM	2410	FIRE FIGHT	4	7
SUPERBA	MATTHEW	2410	FIRE FIGHT	4	7
HEALY	KEITH	2410	FIRE FIGHT	4	7
MORIARTY	JOHN	2410	FIRE FIGHT	4	7

BRYANT	WENDY	2410	FIRE FIGHT	4	7
GAUGER	BRETT	2410	FIRE FIGHT	4	7
KAJKA	JARED	2410	FIRE FIGHT	4	7
CULVER	DUSTIN	2410	FIRE FIGHT	4	7
STOLLMEYER	NATALIE	2410	FIRE FIGHT	4	7
MULKERIN	JAMES	2410	FIRE FIGHT	4	7
CRIMMINS	SHAWN	2410	FIRE FIGHT	4	7
ROUTHIER	COLLEEN	2410	FIRE FIGHT	4	7
LEDOUX	KARA	2410	FIRE FIGHT	4	7
MARTIN	ADAM	2410	FIRE FIGHT	4	7
PUTNAM	TIMOTHY	2410	FIRE FIGHT	4	7
DAVIS	BRYAN	2410	FIRE FIGHT	4	7
DARNOLD	KEITH	2410	FIRE FIGHT	4	7
JASINSKI	JEFFREY	2410	FIRE FIGHT	4	7
TOIA	ERIC	2410	FIRE FIGHT	4	7
FIGARELLA	HECTOR	2410	FIRE FIGHT	4	1
TUDRYN	MATTHEW	2410	FIRE FIGHT	4	7