

**MEMORANDUM OF AGREEMENT
LOCAL 1617, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-CIO
AND
CITY OF MELROSE
SUCCESSOR CONTRACT NEGOTIATIONS**

On September 22, 2021, Local 1617, International Association of Fire Fighters, AFL-CIO (the "Union") and the City of Melrose (the "City"), hereinafter collectively referred to as the Parties, reached a tentative agreement for a successor collective bargaining agreement for the period July 1, 2020, through June 30, 2023, subject to ratification by the Union and funding of the economic items by the City Council. Except as expressly provided below, the Parties agree that the terms and provisions of their collective bargaining agreement ("CBA") effective July 3, 2017, to June 30, 2020, including all side letters of agreement, shall be extended without modification for the period commencing on July 1, 2020, and ending on June 30, 2023.

1. Cost of Living Adjustment

Article 10 of the CBA shall be amended to include the following across-the-board wage increases for all unit members of Unit A and Unit B effective retroactively to the dates indicated:

7/1/2020	2 % across-the-board wage increase
7/1/2021	2 % across-the-board wage increase
7/1/2022	2 % across-the-board wage increase

2. Mid-Career Steps

Article 10 of the CBA shall be amended to include the following new sub-section (e):

(e) Mid-Career Steps

Effective July 1, 2021, bargaining unit employees shall be entitled to mid-career step increases as follows:

10 years – 2%
15 years – 2%
20 years – 2%

Such mid-career step increases shall be calculated based on an employee's years of service in the Department.

3. Overtime

Article 8 of the CBA shall be amended to add the following new section 6.

Section 6. If a member of the bargaining unit uses sick leave, he or she would not be entitled to work overtime until returning to work one regularly scheduled shift, except to avoid a holdover situation.


4. Sick Leave

Article 23 of the CBA shall be amended by inserting new Section 1(d) as follows:

(d) Any member of the bargaining unit who leaves his or her regularly assigned shift early for personal illness or family related illness or emergency shall be charged a sick day from the member's sick leave accruals.

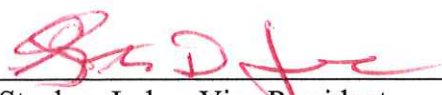
In witness hereof, the City of Melrose and Local 1617, International Association of Fire Fighters, AFL-CIO, have caused the Agreement to be signed, executed and delivered on the 29th day of September, 2021.

CITY OF MELROSE

By 
Paul Brodeur, Mayor

**LOCAL 1617, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS,
AFL-CIO**

By 
William Stare, President


Stephen Judge, Vice President


Robert Driscoll, Secretary/Treasurer