

AGREEMENT

BETWEEN THE

TOWN OF WEST SPRINGFIELD

AND

**THE WEST SPRINGFIELD DEPUTY FIRE CHIEFS'
ASSOCIATION**

JULY 1, 2017 – JUNE 30, 2020

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AGREEMENT

THIS AGREEMENT made and entered into at West Springfield, Massachusetts, effective July 1, 2017, by and between the TOWN OF WEST SPRINGFIELD, MASSACHUSETTS hereinafter sometimes designated and referred to as the Town or the Employer, and WEST SPRINGFIELD DEPUTY CHIEFS ASSOCIATION, LOCAL 1158, located at West Springfield, Massachusetts, hereinafter designated and referred to as the Association, which is an organization acting as the agent of the Deputy Fire Chiefs in the bargaining unit described in Paragraph 2.01 of this Agreement, hereinafter designated and referred to as the Employees.

WITNESSETH

WHEREAS, in the manner and to the extent provided in this Agreement, the Town, the Association and the Employees desire to enter into an Agreement relating to wages, hours, standards of productivity and performance, and other terms and conditions of employment;

NOW THEREFORE, in consideration of the mutual agreements herein contained and the performance by each of the parties of the terms and provisions of this Agreement, all as hereinafter set forth, the Town, the Association, and the Employees hereby mutually and jointly agree as follows:

ARTICLE 1 – PREAMBLE

Paragraph 1.01. Recognizing that the establishment and maintenance of the highest possible performance and service standards are essential to the community and the national interest and that the legitimate and mutual interest of the Employees and the residents of the Town of West Springfield are directly related to the quality and efficiency of the facilities operated and the services provided by the Town, it is the intent and purpose of this Agreement to provide orderly collective bargaining relations among the Town, the Association and the Employees, to provide procedure in the manner and to the extent provided in this Agreement for the prompt and peaceful adjustment of disputes or differences which might arise from time to time, to provide for the implementation of the rights and benefits of the Employees as described in this Agreement, to provide for the performance of work by the Employees in a conscientious and skillful manner which will further efficiency and economy of operation and quality of performance and to assure the continuity of the operations, facilities and services under the jurisdiction of the Town.

Paragraph 1.02. Each of the Parties to this Agreement agrees that it is the duty of the Town, the Association, and the Employees to cooperate fully, faithfully, individually and collectively in the observance of the provisions of this Agreement. In recognition of the principle of a fair day's work for a fair day's pay and for the purpose of improving efficiency in the administration of the facilities operated and the services provided by the Town, each Employee pledges that he/she will cooperate with the Town in conserving material, tools, equipment and other property, aiding and encouraging reliable attendance and in complying with the policies, procedures, regulations and standards prescribed by the Town and Chief.

ARTICLE 2 – BARGAINING AGENT RECOGNITION

Paragraph 2.01. Subject to the terms and provisions hereinafter provided and in accordance with the currently effective provisions of Chapter 150E of the General Laws of the Commonwealth of Massachusetts, the Town, during the term of and to the extent provided in this Agreement, recognizes the Association as the exclusive collective bargaining representative with respect to wages, hours, standards of productivity and performance and other terms and conditions of employment for the Employees employed by the Town in its Fire Department in the bargaining unit described as follows:

DEPUTY FIRE CHIEFS EMPLOYED BY THE WEST SPRINGFIELD FIRE DEPARTMENT

Except when the Association is notified otherwise in writing, the Town designates the Chief of the Fire Department as the agent of the Town with respect to all matters pertaining to the administration of the provisions of this Agreement. The provisions of this Paragraph are intended only to describe the Employees covered by this Agreement and not any particular work and all references to an Employee or Employees in this Agreement shall be deemed to include male and female Employees as the case may be.

Paragraph 2.02. The Association and the Employees agree that the responsibility and the right to operate and manage the business and the affairs of the Department, the right to select and direct the working forces and the right to control and direct the use of its properties and facilities are vested, exclusively in the Chief and in the Town. These rights include, without being limited to, the right to control, determine and change the extent to which the properties and facilities under the control or supervision of the Town shall be operated, located, increased or decreased and to introduce, change and operate new or improved facilities, methods, techniques, and processes; to control, determine and change operating, overtime, emergency, experimental, training and working assignments and schedules; to determine, control and change all matters pertaining to financial policies, accounting procedures, public relations and the organization of the management staff and the working forces; to select, test, train and determine the ability and the qualifications of the Employees, to determine, control and change the extent of the methods used in furnishing services to the citizens of the Town of West Springfield, to employ, assign, promote, discipline, discharge, lay off, transfer and to retire the Employees and to determine and make changes in and to retire the Employees and to determine and make changes in job standards, frequency and standards of inspection; to establish, distribute and modify and enforce rules of Employee conduct and manuals of operating procedures and safety regulations and to control, determine, direct and change facilities and services on the premises under the control or supervision of the Town for the use or benefit of the Employees; to determine, control and change standards for leave of absence and to determine, establish and change any form of Employee benefits in excess of and in addition to those provided in this Agreement subject to the provisions of ARTICLE TWENTY-NINE, Previous Privileges; to determine change and discontinue operating practices; to maintain discipline and order and to maintain or improve efficiency within its operations and facilities and all other rights pertaining to the operation and the management of the business and the affairs of the Department and the establishment and change of conditions of employment not specifically given in this Agreement to the Association or to the Employees; provided however, that none of these rights shall be exercised by the Chief or by the Town contrary to any specific provisions of this Agreement. This ARTICLE shall be applied in accordance with Chapter 31 of the General Laws as amended where applicable, and the Association agrees that the following vote of the 1979 Town meeting shall be effective for the duration of this Agreement:

“...there shall be a Fire Department established under the direction of the Mayor, who shall appoint the Chief of the Fire Department and such other officers and firemen as they deem necessary, and fix their compensation in an amount not in the aggregate exceeding the annual appropriation therefore. The Mayor may make suitable regulations governing the Fire Department and the officers and firemen thereof ... the Chief of the Fire Department shall be in immediate control of all Town property used by the department, and of the officers and firemen, who shall obey his/her orders.”

“Notwithstanding the provisions as outlined above, the Fire Chief shall (1) have charge of extinguishing fires in the Town and the protection of life and property in case of fire. He shall purchase subject to the approval of the Mayor and keep and repair all property and apparatus used for and by the Fire Department. (2) The Chief shall have full and absolute authority in the administration of the Fire Department, and shall make all rules and regulations for its operations, shall report to the Mayor from time to time as they may require, and shall annually report to the Town and condition of the Department with his/her recommendations thereon.”

Paragraph 2.03. None of the provisions of Paragraph 2.02 shall in any manner limit or restrict the right of the Association to represent Employees in the bargaining unit with respect to wages, hours, standards of productivity and performance, and terms and conditions of employment as provided in Paragraph 2.01. The Town and the Association agree that the provision of this Agreement shall be applied without regard to race, color, religious creed, veteran/military status, sex, age, disability, sexual orientation, gender identity, or national origin.

Paragraph 2.04. The Association enters into this Agreement as the collective bargaining representative of the Employees in the bargaining unit as provided in Paragraph 2.01.

Paragraph 2.05. Notwithstanding any provisions of this Agreement, the Town agrees to apply the principles of just cause and progressive discipline in all matters related to Employee discipline, where applicable.

The Parties recognize the rights given to both Parties under the provisions of Massachusetts General Laws, Chapter 150E, which was effective July 1, 1974.

ARTICLE 3 – ASSOCIATION REPRESENTATIVE

Paragraph 3.01. The Town and the Chief will deal with the Representative of the Association with respect to matters pertaining to the administration of the provisions of this Agreement. The Association shall, as soon as reasonably possible after the execution of this Agreement, furnish to the Chief in writing the name of its Representative. The Association shall promptly notify the Chief in writing of any changes in the identity of its Representative.

Paragraph 3.02. The Town and the Association agree that, in the performance of their duties, the employee shall not leave his/her work or work station without the knowledge or approval of the Chief nor interrupt the efficient operation of the Fire Department or shift. The Town and the Fire

Chief agree that reasonable requests made by Representatives of the Association to discharge their duties shall not be denied.

Paragraph 3.03. Nothing in this ARTICLE or in this Agreement shall in any way limit or restrict the right of the Town or the Association to be represented by representatives of their choosing with respect to the administration of the provisions of this Agreement.

ARTICLE 4 – ADJUSTMENT OF GRIEVANCE

Paragraph 4.01. The Town, the Association and the Employees agree that the exclusive method for the adjustment, processing and settlement of a grievance as defined in this Paragraph is and shall be in accordance with the grievance and arbitration procedure prescribed in this ARTICLE. A grievance is defined as a complaint or a dispute between the Town and either an Employee or the Association pertaining to the application of or compliance with and/or interpretation of the provisions of this Agreement. The Town, the Association and the Employees agree to observe and follow the procedure prescribed in this ARTICLE and be bound by any determination or decision which shall be made in accordance with said procedure.

Paragraph 4.02. Any employee of the Department believing he has cause for complaint shall discuss it with the officer in charge of his/her shift, with or without assistance of the Association Representative; however, the complaint shall not be classified officially as a grievance until the officer in charge has had an opportunity to satisfactorily solve the complaint. If the officer in charge is not able to settle the complaint, the Employee shall submit the complaint to the grievance committee orally for settlement.

Paragraph 4.03. In the event that the complaint is not settled orally, the grievance shall be made in writing and signed by the aggrieved Employee on a form furnished by the Association (see Exhibit A) and delivered to the Chief. The written grievance shall state the available facts concerning the alleged dispute, the provisions of the Agreement allegedly violated and the relief desired by the aggrieved Employee. A grievance which is not presented to the Chief as provided in this Paragraph within ten (10) working days after the occurrence or the knowledge of the grievance shall be deemed to have been waived.

Paragraph 4.04. Except as otherwise specifically provided in this Agreement, a grievance as defined in Paragraph 4.01 and otherwise subject to this Agreement shall be processed in accordance with the following grievance procedure:

The Association agrees that the Mayor may have a designee act in his/her stead.

- A. Step No. 1. Within five (5) working days after the filing of the written grievance, there shall be a discussion of the grievance between the aggrieved Employee and the Chief or his/her designated representative at which time the Association may, at the request of the aggrieved Employee, be present. In the event of the absence of the Chief, the grievance shall be held in abeyance until the Chief has returned or his/her successor has been appointed. Within fifteen (15) working days after the conclusion of the discussion as provided in this Step No. 1, the Chief shall advise the aggrieved

Employee and the Association in writing of his/her decision concerning the grievance, bearing in mind that the best interests of the Department must be protected.

- B. Step No. 2. In the event that the disposition of the grievance under Step No. 1 is not satisfactory, the aggrieved Employee may, within ten (10) working days after the date of said decision, file a written appeal to the Mayor of the Town requesting that they consider the evidence and respond to the grievance within ten (10) working days after the receipt of the written appeal, the grievance shall be discussed among the aggrieved Employee, the Mayor of the Town and representatives of the Association. Within ten (10) working days after the conclusion of the discussion as provided in this Step No. 2, the Mayor of the Town shall advise the aggrieved Employee and the Association in writing of its decision concerning the grievance.

Two or more separate current grievances otherwise subject to this Agreement which involve the same matter or question and which affect a group or a class of employees may, by mutual agreement in writing between the Chief or his/her designated representative and the Association, be consolidated and processed as a single grievance; provided, however, that such procedure shall be subject to all the provisions of this ARTICLE.

Paragraph 4.05. A grievance not settled after the completion of the grievance procedure prescribed in Paragraph 4.04 may be submitted to arbitration in accordance with the following procedure:

- A. The request for arbitration may be made by the Association or by the Mayor of notification of its intent to arbitrate in writing to the other party within thirty (30) days after the written determinations as provided in Step No. 2, Paragraph 4.04.

An Employee who is aggrieved by a Civil Service disciplinary decision of the appointing authority must within ten (10) days of the receipt of such decision elect to appeal the action to the Civil Service Commission, or provide written notice of his/her intent to arbitrate, but cannot file both in accordance with the provisions of Massachusetts General Laws Chapter 150E, Section 8.

The Parties agree a probationary Employee may grieve disciplinary action during his/her probationary period to the level of the Mayor, but cannot arbitrate a decision to terminate their employment.

- B. Within ten (10) working days after such notification, the party requesting arbitration shall execute and mail a written request to the appropriate office of the American Arbitration Association for the appointment of a panel of arbitrators and a copy of said request shall be simultaneously mailed to the other party, unless during said ten (10) day period, the Town and the Association mutually agreed upon an arbitrator.
- C. The request for arbitration shall state the provision or provisions of the Agreement allegedly violated and shall state the remedy or the relief sought by the party requesting arbitration.

- D. Within twelve (12) working days after the mailing by the American Arbitration Association of a panel of suggested arbitrators, the Mayor or his/her representative and the Association shall jointly advise the appropriate agency in writing of the selection of an acceptable arbitrator. In the event that the Mayor and the Association do not so advise the American Arbitration Association as provided in this Paragraph, either party may request either the American Arbitration Association or State agency in writing, with a copy to the other party, to designate an arbitrator and the arbitrator so designated shall be authorized to hear and decide the grievance.
- E. The authority of the arbitrator shall be limited to the terms and provisions of this Agreement and to the question or questions which are submitted. The arbitrator shall be bound by the provisions of this Agreement and shall not have any authority to establish salaries or wages or to add to, subtract from, modify or otherwise change any of the terms or provisions of this Agreement. Subject to the provisions of this ARTICLE, the arbitrator shall have the authority to direct that violations of this Agreement cease and to award compensatory damages.
- F. The arbitrator's decision shall be in writing and mailed simultaneously to the Mayor and to the Association within thirty (30) days after the final submission. The decision by the arbitrator shall be final and conclusively binding upon the Board, the Association and the aggrieved Employee and Employees.
- G. The fees and expenses of the arbitrator and the expenses directly related to the arbitration hearing shall be shared equally by the Town and by the Association. If either party desires a verbatim record of the proceedings to be made, the cost for same shall be borne exclusively by the requesting party.
- H. The Chief, the Mayor, the Association and the Employees agree not to unreasonably withhold assent to the request by one of the other parties for a reasonable extension of the time limitations provided in this ARTICLE.

Paragraph 4.06. By mutual agreement in writing between the Mayor and the Association, the grievance otherwise subject to the grievance procedure as provided in Paragraph 4.03 and in Paragraph 4.04 and otherwise subject to this Agreement may be directly submitted to arbitration as provided in Paragraph 4.05. The provisions of this Paragraph shall not constitute any limitation of the rights of an Employee under the provisions of Chapter 31 of the General Laws of Massachusetts.

Paragraph 4.07. A grievance otherwise subject to this Agreement may be filed and processed on behalf of one or more Employees by the Representative of the Association; provided, however, that the grievance and the procedures related thereto shall be subject to all the provisions of this ARTICLE.

Paragraph 4.08. If the Employer fails to respond within any of the prescribed time limits, the Association at its sole discretion and option, shall have the right to move the grievance to the next step.

Paragraph 4.09. It is expressly understood and agreed between the parties to this Agreement that the arbitrator shall, in the first instance, consider any issue of arbitrability.

ARTICLE 5 – BULLETIN BOARD

Paragraph 5.01. The Association shall be granted a reasonable amount of space for placing notices on bulletin boards in all of the buildings of the Fire Department. In addition to general Association business notices, such notices may include information relative to Association office elections but not relative to public elections. No derogatory or inflammatory notices shall be posted.

ARTICLE 6 – ASSOCIATION BUSINESS LEAVE

Paragraph 6.01. Any Association officer or duly elected delegate, not to exceed two (2) men, shall be granted leave from duty with no loss of wages or benefits and without the requirement to make up said loss of time, to attend State and National Conventions, State Association meetings and educational seminars, this time not to exceed three (3) working days in any one fiscal year per man.

Paragraph 6.02. The members of the negotiating committee of the Association shall be granted leave from duty, with no loss of wages or fringe benefits and without the requirement to make up said loss time, for all meetings between the Employer and the Association scheduled and held for the purpose of negotiating the terms of a successor contract or for meetings with the Chief.

ARTICLE 7 – CONSTANT MANNING

Paragraph 7.01. In order to maintain adequate fire protection for the citizens of West Springfield, to insure that fire apparatus is adequately manned, and for the protection of the employees of the bargaining unit described in Paragraph 2.01, the Association and the Town agree that the Chief of the West Springfield Fire Department shall have sole and absolute discretion in matters of manning.

ARTICLE 8 – OVERTIME, CALL-BACK TIME AND OUTSIDE WORK DETAILS

Paragraph 8.01. OVERTIME.

- A. Members of the Association working in excess of any regular tour hours shall be considered to be working overtime.
- B. All employees required to work overtime shall be compensated at overtime rates for a minimum of two (2) hours for any time worked in excess of thirty (30) minutes beyond their normal tour of duty.
- C. An employee shall be deemed to have been called back if at any time after being relieved from duty and at any time before such employee is next scheduled to go on duty, he shall be called to return to duty by the Chief of the Department or by someone acting as Chief of the Department or acting on behalf of the Chief of the Department, and does so return to duty.

- D. All employees called back to duty within the meaning of the words “Call Back” as defined above in Paragraph C of this ARTICLE, shall be paid at overtime rates and shall receive a minimum of four (4) hours of pay at the overtime rate. For all hours worked in excess of four (4) hours, Employees who are called back shall be compensated at overtime rates for the number of hours worked, with any portion of an hour in excess of thirty (30) minutes considered a full hour for the purposes of computing overtime compensation. The Department shall make reasonable attempts to distribute overtime work as equitably as is possible. The Deputy Fire Chief assigned to the Local Emergency Planning Commission (LEPC) shall be compensated at his/her overtime rate for the individual’s attendance at the monthly LEPC meetings in the event said attendance occurs outside of the Deputy Fire Chief’s regular work hours. Attendance at said meetings will not be considered a “call back” pursuant to this Article, and therefore the minimum of four (4) hour call-back pay shall not be required. Instead, a minimum two (2) hour call-back shall apply.
- E. Any employee required by the Chief or his/her designee to perform duties for the Department not of an emergency nature during any time such employee is not otherwise scheduled to be on duty, including court appearance as a Department employee, shall be paid by the Employer at his/her overtime rate of pay for the time spent but in no event shall he be paid less than four (4) hours at the overtime rate of pay.
- F. Effective July 1, 2014, the Fire Prevention Deputy may be assigned to cover other Deputy Fire Chiefs’ tours in the event of absence from work during the Fire Prevention Deputy’s regular work week not to exceed a total of twenty-six (26) tours per fiscal year. The Town agrees that the EMS Fire Lieutenant will not be assigned to cover other Deputy Fire Chiefs’ tours. The Association agrees that the Superintendent of Fire Alarms may be assigned to cover other Deputy Fire Chiefs’ tours.

Paragraph 8.02. OUTSIDE WORK DETAILS

- A. The provisions of this Section shall govern the assignment of fire watch details to the Employees when such work is paid for by another Town Department or by an outside individual, group, corporation or organization.
- B. Such assignment shall be made by the Chief or his/her designated representative to off-duty members of the Association and shall be distributed among the Employees who volunteer as equitably as possible. The Chief shall cause to be maintained a record of all such assignments, which may be examined by the Employees or by a representative of the Association at reasonable times upon request.
- C. All Employees shall comply with the orders of superior officers while performing such outside details.
- D. No Deputy Fire Chief shall be permitted to work any outside detail within 24 hours following any tour for which he took a sick day.

ARTICLE 9 – PAID HOLIDAYS

Paragraph 9.01. The following holidays shall be considered to be paid holidays on the days said holidays are to be observed in accordance with Massachusetts Laws:

January 1st
Martin Luther King, Jr. Day
Presidents Day
Patriots Day
Memorial Day
Fourth of July
Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Christmas Day

Effective September 12, 1999 Holiday Pay shall be rolled into the Deputy Fire Chief's weekly base pay.

Paragraph 9.02. As to those employees who work and who are required to work and who actually work between the hours of 0800 on the date of a holiday listed in Paragraph 9.01 and 0800 of the following day, the Employer agrees to pay as additional compensation to that set forth in Paragraph 9.01, an amount equal to five forty-seconds (5/42) of the then effective weekly compensation of members who work a day tour and seven forty-seconds (7/42) for those members who work a night tour.

As a result of the 24 – hour shift the Christmas and New Year's holiday will be 8 A.M. Christmas day to 8 A.M. December 26 and the New Year's holiday will be 8 A.M. New Year's Day to 8 A.M. January 2.

ARTICLE 10 – VACATIONS

Paragraph 10.01. Vacation leave for permanent full time Employees shall be granted as follows:

- A. Newly appointed Employees vacation leave shall be computed and credited for any vacation year (January 1st to December 31st), as follows:
 1. On June 30th, Employees appointed after January 1st will be credited one day (Tour) of vacation leave for each full month worked, up to a maximum of five working days (Tours), which may be taken during same calendar year at a time to be determined by the Fire Chief.
 2. On June 30th, Employees appointed prior to January 1st will receive a vacation leave consisting of ten (10) paid Tours.

- B. Employees having one (1) or more years of continuous years of service with the Town, but less than five (5) years of service, whether or not such continuous service has been entirely within the Department, on the thirtieth day of June, shall be granted two weeks (ten tours) of vacation leave annually.
- C. Employees having less than ten (10) years but five (5) or more years of continuous service with the Town, whether or not such service has been entirely within the Department, on the anniversary date of employment, shall be granted fifteen (15) working days of paid vacation annually.
- D. Employees having ten (10) or more years of continuous service with the Town, whether or not such continuous service has been entirely within the Department, on the anniversary date of employment, shall be granted twenty (20) working days of paid vacation annually.
- E. Employees having twenty-five (25) or more years of continuous service with the Town, whether or not such continuous service has been entirely within the Department, on the anniversary date of employment, shall be granted twenty-five (25) working days of paid vacation annually.

The last five (5) vacation days set forth in (e) above, the last four vacation days set forth in (d) above, the last three (3) vacations days set forth in (c) above, the last two (2) vacations days set forth in (b) above shall be taken without additional pay to that pay already afforded said Employees and shall be taken during months other than the traditional Summer Vacation Period of May 15th through September 15th.

Paragraph 10.02. Upon termination of an Employee's service in any year when his/her paid vacation days as described herein shall not have been exhausted, the Employee shall receive payment equal to the amount of vacation pay he would have received if he had been employed for that entire calendar year. If termination is caused by death, such payment shall be to the Employee's personal representative.

Vacations and longevity shall not be prorated. Vacations will continue to be earned and paid in the calendar year of work, i.e. January 1 – December 31. No vacations shall be owed or paid for any calendar year beginning after an employee's termination of employment. The current practice of longevity being paid in January 1 provided an employee is employed by the Town as of January 1 of said year shall continue unchanged.

The Association agrees the Town's current policy of FLMA time running concurrently with an employee's vacation or sick leave shall be continued.

ARTICLE 11 – SICK LEAVE

Paragraph 11.01. The sick leave shall be as outlined in the Fire Department Rules and Regulations, Pages 7 and 8, revised 1991 and current through the present.

Effective January 1, 2015, a Deputy Fire Chief who does not use any sick time in a calendar year shall be paid a stipend of \$1,000 in January of the following calendar year.

A doctor's note may be required after four (4) sick leave tours for any absences. These tours do not have to be consecutive. A doctor's note may also be required if there is a pattern of sick leave usage and/or if the Chief suspects abuse of sick leave.

**ARTICLE 12 – LEAVE OF ABSENCE, FAMILY AND BEREAVEMENT LEAVE,
PERSONAL DAYS**

Paragraph 12.01. Leave of absence, funeral leave and leave of absence for serious illness in the immediate family shall be in accordance with Fire Department Rules and Regulations, Sections 71 through 73. Revised 1991 and current through the present.

In case of serious illness or other grave emergency in a member's immediate family, leave may be granted by the Chief or Deputy Chief's on duty. (Immediate family shall include: father, mother, brother, sister, spouse, children, father-in-law, mother-in-law, grandfather, grandmother, grandchildren). In the case of death in a member's immediate family, said member shall return to duty the day following the funeral. In case of a death of a member's spouse or child, said member shall return to duty one (1) week from the date of death.

July 1, 2011 eligible union members shall be credited with two (2) personal tours to be used by December 31, 2012. Said days are in lieu of any personal days that would otherwise accrue on July 1, 2011.

Effective January 1, 2012, said members shall be credited with three (3) personal days annually on January 1 and each subsequent January 1, thereafter. Said personal days shall be used under the same terms and conditions now used for the authorization of vacation days. Personal days must be used in the calendar year in which they are credited and cannot be carried over to the next calendar year.

ARTICLE 13 – MILITARY LEAVE

Paragraph 13.01. Military leave shall remain in effect in accordance with the existing Classification and Compensation Plan By-Law of the Town.

Paragraph 13.02. Military leave under this Section shall not be counted as vacation, sick leave, or bereavement leave.

ARTICLE 14 – HEALTH & LIFE INSURANCE, AND SAFETY

Paragraph 14.01. The Town agrees to provide for the payment of sixty (60%) percent of the total monthly cost of group general and life insurance, blanket hospital, surgical, medical or other health insurance for all active employees eligible for said insurance.

Insurance rates percentages paid by employees shall be for:

Fiscal Year 2009 and thereafter	Town	Association Members
PPO	60%	40%
HMO	75%	25%

ARTICLE 15 – WAGES

Paragraph 15.01. The weekly compensation for Deputy Fire Chief shall be:

As set forth in the Schedule for wages for F.Y. 2018, F.Y. 2019 and F.Y. 2020 attached hereto.

Effective July 1, 1993 the night shift differential was rolled into the Deputy Chief's base pay.

The Association agrees that the Town may implement bi-weekly paychecks.

The employee who is selected for and holds the position of Deputy in Charge of Apparatus shall receive an annual stipend in the amount of Two Thousand Five Hundred Dollars (\$2,500) to be paid through regular payroll in equal increments over the entire Fiscal Year.

ARTICLE 16 – PROTECTIVE CLOTHING

Paragraph 16.01. All protective clothing, such as helmets, protective fire coats, night hitches, boots and gloves, shall be provided or replaced at the Town's expense. Every effort shall be made to update such protective equipment as improved equipment becomes available.

ARTICLE 17 – LONGEVITY PAY

Paragraph 17.01. In addition to the compensation provided for the Compensation Plan, there shall be paid as Longevity Pay the following amounts:

Effective July 1, 2011 the above Longevity payments shall be paid as follows:

- A. As of January 1 of any year - any member with nineteen or more years of full time continuous service - \$1,000.00 per year
- B. As of January 1 of any year – any member with twenty-four or more years of full time continuous service but less than twenty-nine years - \$1,250.00 per year.
- C. As of January 1 of any year – any member with twenty-nine years of full time continuous service - \$1,500.00 per year.

Said Longevity Pay shall be paid during the first week of January of each year and the above longevity payments shall be rolled into the base pay of the then deputy chiefs and ARTICLE SEVENTEEN shall be deleted from the contract effective July 1, 2013. No deputy appointed after June 30, 2013 shall receive the above roll-in or any longevity payment. There shall be a footnote inserted into the contract indicating that longevity payments were rolled into the base salary and the wage schedule shall show the salaries of the deputies receiving the roll-in and one for those appointed after June 30, 2013 not receiving the roll-in.

ARTICLE 18 – HOURS OF DUTY FOR THE FIREFIGHTING FORCE

Paragraph 18.01. The hours of duty shall be so established that the average weekly hours of duty in any year, other than hours during which such members may be summoned and kept on duty because of conflagration or major emergency, shall not exceed forty-two (42) hours. The day shift shall normally consist of ten (10) hours to start at 8:00 a.m. and end at 6:00 p.m. The night shift shall normally consist of fourteen (14) hours to start at 6:00 p.m. and end at 8:00 a.m. The Department rules will be observed where applicable.

If a 24 - hour shift is adopted the parties agree that any changes to the CBA as a result will be negotiated and that unless agreement by the parties is reached on the changes the shift shall not be implemented with the department. Provided further, the position of Fire Prevention Deputy shall work four ten – hour shifts, Monday – Thursday exclusive of meal times, as determined by the Fire Chief. The Fire Chief, at his/her sole discretion, may at any time assign Deputy Chief's to perform such fire prevention duties when he deems it advisable.

ARTICLE 19 – WORKING OUT OF GRADE

Paragraph 19.01. An Employee who is directed by the Chief to perform the duties and assume the authority and responsibility of Chief of the Fire Department, for a full tour of duty, shall be paid additional compensation of \$40.00/tour.

Provided that the combined base pay and out of grade pay for a Deputy Chief in any week shall not exceed the weekly base pay of the Chief of the Department.

Effective upon the execution of the 2014-2017 agreement, an employee who is directed by the Chief to perform the duties and assume the authority and responsibility of the Chief of the Fire Department, said employee will receive the difference between his/her regular hourly rate of pay and the regular hourly rate of pay of the Chief of the Fire Department.

ARTICLE 20 – RESIDENCY

Paragraph 20.01. Employees who have completed their probationary period may reside outside the Town provided they reside within the Commonwealth and within fifteen (15) miles of the limits of the Town.

ARTICLE 21 – CONDITIONS OF EMPLOYMENT

Paragraph 21.01. Except to the extent otherwise specifically provided in this Agreement, the existing Rules and Regulations contained in the Rules and Regulations of the Department, current through the present shall remain in full force and effect. The Town and the Chief reserve and retain the right to establish, change, distribute and enforce rules and regulations governing the operation of the Department and the duties of the Employees; provided, however, that such Rules and Regulations shall not be contrary to the express provisions of this Agreement. The provisions of Paragraphs 19, 20, 22, and 29 shall remain in full force for the duration of this Agreement.

ARTICLE 22 - PERSONAL LIABILITY OF EMPLOYEES

Paragraph 22.01. To the extent permitted by State Law Chapter 41 and Chapter 512 of the Acts of 1978, the Employer agrees to hold any and all Employees harmless from any and all suits, demands, loss, cost and expense, including reasonable attorney fees, on account of or in connection with any injury, loss or damage to any person or property arising out of and within the scope of their employment unless it shall be established that willful and wanton conduct is associated with the act giving rise to such injury, loss or damage.

ARTICLE 23 – EDUCATIONAL BENEFITS

Paragraph 23.01. The Town shall, in addition to Compensation Provided for elsewhere in this Agreement provide annual increments for every three (3) credit hours completed and credited in the curriculum of a duly accredited college’s Fire Science Education and Degree Program, or Emergency Medical Services Education and Degree Program as of and payable on July 1 of any year.

July 1, 2008
\$220.00 / 3 credit hours

July 1, 2009
\$260.00 / 3 credit hours

July 1, 2010
\$300.00 / 3 credit hours

Said payment shall be for a maximum of 60 credit hours and the total number of courses to which payment shall be made is 20.

Paragraph 23.02. Deputy Fire Chiefs appointed to the department after September 12, 1999 shall not receive the per credit payments set forth in Section 23.01. Said employees shall be paid an Educational Benefit upon obtaining an Associate’s Degree in Fire Science or Emergency Medical Services as set forth in Section 23.01/23.01 (a).

Paragraph 23.03. Effective July 1, 2015, the benefit contained in this Article (both sections) will be rolled into base pay and included in the salary schedule.

Paragraph 23.04. Effective July 1, 2014, Deputy Fire Chiefs, upon presentation of a certificate evidencing successful completion of the Executive Fire Officer course, shall be placed on the Executive Fire Chief salary schedule column which is \$260 higher than the regular Deputy Fire Chief salary schedule. Deputy Fire Chiefs will not receive compensatory time or any other compensation for attendance at said course regardless of whether said attendance occurs outside of the Deputy Fire Chief’s regular work hours. In order for a Deputy Fire Chief to be assigned as Acting Fire Chief, said Deputy Fire Chief must hold the Executive Fire Officer certificate.

ARTICLE 24 – PROVISIONS FOR BARGAINING

Paragraph 24.01. Bargaining between the Town and the Association shall, upon the request of either party begin on or before January 1 of the year in which the existing contract is to terminate.

ARTICLE 25 – SCOPE OF AGREEMENT

Paragraph 25.01. The Association, the Employees and the Town agree that during the term of this Agreement all matters and issues pertaining to wages, hours, standards of productivity and performance and other conditions of employment are and shall be governed exclusively by and limited to the provisions of this Agreement and that, except with respect to the reopening of the annual compensation for the job titles described in Paragraph 15.01, neither the Association nor the Town shall be obligated to negotiate with the other during the term of this Agreement with respect to any matter of issue pertaining to salaries, wages, hours, standards of productivity and performance or other conditions of employment whether or not specifically included in this Agreement; provided, however, that nothing in this Paragraph shall in any way limit or restrict the rights of the Association as prescribed in ARTICLE FOUR.

Paragraph 25.02. Except as otherwise specifically provided by State Statute, Town By-Laws or Civil Service Regulations, this Agreement shall apply only to Employees who are actually working and in the current, active employ of the Department on or after the execution of this Agreement.

Paragraph 25.03. No addition to, alteration, modification or waiver of any term, provision, condition or restriction in this Agreement shall be valid, binding or of any force or effect unless made in writing and executed by the Town and by the Association.

Paragraph 25.04. By mutual agreement in writing between the Town and the Association any of the time limitations provided in this Agreement may be extended and each of the Parties to this Agreement agrees not to unreasonably withhold assent to the request by the other party for a reasonable extension of said time limitations.

Paragraph 25.05. The failure of the Town, the Chief or the Association in one or more instances to observe or enforce any provision of this Agreement shall not be construed to be a waiver of said provision.

ARTICLE 26 – SEPARABILITY AND SAVINGS

Paragraph 26.01. If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement will remain in full force and effect for the duration of this Agreement.

Upon request from either party, parties agree to enter into negotiations over that provision determined to be unlawful, unenforceable or not in accordance with applicable statutes or ordinances.

ARTICLE 27 – TOWN WARRANT ARTICLES

DELETED

ARTICLE 28 – PREVIOUS PRIVILEGES

Paragraph 28.01. Any benefit, privilege, obligation or working condition existing prior to this Agreement not specifically covered by this Agreement shall remain in full force and effect and if proper notice is given by either party as to the desirability of amending, modifying or changing such benefit, privilege or working condition, it shall be subject to negotiation between the parties.

Paragraph 28.02. The Town shall provide the members of the bargaining unit with a copy of this Agreement.

ARTICLE 29 – NEW LEGISLATION

Paragraph 29.01. The Employer and the Association agree that, if, during the term of this Agreement there is enacted any mandatory statute of the Commonwealth of Massachusetts, such statute shall be in force and effect insofar as this Agreement is concerned whenever said statute becomes effective.

If there is any impact as a result of such legislation, the Employer agrees upon notice to enter into contract negotiations.

ARTICLE 30 – CIVIL SERVICE

Paragraph 30.01. The Employer and the Association shall recognize and adhere to all State Civil Service Laws, Rules and Regulations relative to promotions, transfers, discharges, removals, and suspensions. The Employer agrees that the Association may, at its discretion and upon request of the Employee, choose to represent any employee in connection with any Civil Service process.

Paragraph 30.02. Each member of the Association must have and maintain a valid Massachusetts Driver's License.

ARTICLE 31 – FIREFIGHTERS MEMORIAL SUNDAY

Paragraph 31.01. The Employer agrees to allow the Association the right to observe Fire Fighters Memorial Sunday each year as the same may be established by the Legislature of the Commonwealth of Massachusetts.

ARTICLE 32 – PROTECTION OF WORK OPPORTUNITIES

Paragraph 32.01. The Employer agrees not to employ any person or persons (temporary or permanent) to perform any of the duties of Employees of the bargaining unit as presently assigned

and performed by such Employees and so long as such duties are performed by such Employees unless such person or persons are determined to be eligible for such employment under the provisions of General laws, Chapter 31, as the result of having successfully completed a competitive examination for a position within the bargaining unit represented by the Deputy Chiefs Association administered by the Personnel Administrator of the Commonwealth. Employer further agrees that no work responsibility presently assigned to the bargaining unit shall be increased, decreased, modified or otherwise altered during the term hereof except as herein provided.

Paragraph 32.02. Not less than fourteen (14) days prior to implementing any change in work responsibility, the Chief will notify the Representative of the Association of the contemplated change or changes and, if requested by the Association, meet and confer with the Association's representative in advance of the anticipated implementation date.

Paragraph 32.03. Nothing herein contained shall reduce the rights reserved to Employer under the provisions of Paragraph 2.02 hereof.

ARTICLE 33 – SENIORITY

Paragraph 33.01. In accordance with special legislation enacted by Chapter 418 of the Acts of 1991.

Seniority for the rank of Deputy Fire Chief shall be determined based on length of permanent service in that rank with respect to reduction in force or abolition of such position.

ARTICLE 34 – SWAPPING OF TOURS

Paragraph 34.01. For the duration of this Agreement, Employees may exchange time with other Employees of the Department in accordance with procedures relating thereto which have been previously in effect and which are acknowledged to be satisfactory to the Chief of the Department.

ARTICLE 35 – EMPLOYEE FILES

Paragraph 35.01. No material adversely reflecting upon an Employee or upon his/her conduct, service, character, or personality shall be entered in the Department's personnel files until after such Employee has had reasonable opportunity to review such material and to acknowledge in writing within ten (10) days that he has reviewed the same. Such Employee shall have the right to respond in writing to any such material and any such response shall be similarly entered in such files and a notation of such response shall be made on the face of the adverse material.

Paragraph 35.02. Every employee shall have the right, upon request and at reasonable times, to examine his/her personnel file and to receive a copy of any and all material contained therein upon tendering payment of charges for copying which shall not exceed Five Cents (\$.05) per page.

Paragraph 35.03. The grievance procedure provided in this Agreement shall be available to any employee who, upon such review as is provided in this ARTICLE or upon failure by the Department

to comply with the procedures set forth herein, is aggrieved thereby. In such event the arbitrator shall be empowered to order removal in whole or in part or modification in or amendment of or additions to such entry upon his/her finding that such entry or entries as are complained of are improper and incorrect.

Paragraph 35.04. All personnel files and entries made therein kept by the Department shall be considered confidential. Without the prior written consent of the Employee in each instance, no part thereof shall be released or reviewable by anyone not directly employed and authorized by the Town or occupying a municipal governmental position and acting in that capacity except under a subpoena issued by a court or administrative agency of competent jurisdiction or under express provision of law requiring such release; provided, however, that such parts thereof as are established to be public records may be released or reviewed without observance of the requirements set forth herein.

The official records of an employee shall be only those maintained in the Office of the Human Resource Director.

Disciplinary records shall remain in an employee's personnel file for at least the length of his/her employment.

ARTICLE 36 – EMERGENCY MEDICAL SERVICE

Paragraph 36.01. The Town of West Springfield Fire Department shall operate the Ambulance Service within the Town of West Springfield under the direction of a Deputy Fire Chief in conformance with the following provisions.

- A. The Deputy directing the ambulance shall receive for such duties and responsibilities an additional payment equal to 10.0% of the base pay of a deputy fire chief. Said percentage shall be paid weekly. The deputy chief currently performing these duties shall receive payment of said new rate retroactive to his/her assuming said duties and responsibilities on February 13, 2011 and he shall not receive the prior rate. Effective July 1, 2015, the ambulance administrator 10% stipend shall be rolled into base pay and added as a new column to the salary schedule.
- B. The Town of West Springfield will pay for tuition, books, and course related materials for EMT certification.
- C. If necessary, Employees who are on duty will be released without loss of pay, benefits, and privileges to attend EMT training course(s).
- D. If travel is necessary, Employees shall be considered on duty when traveling from the West Springfield Fire Department and back to the West Springfield Fire Department to attend EMT classes for the purpose of indemnification.
- E. Re-certification, advanced levels of EMT certification, and all EMT training shall be, if off duty, at a minimum of four (4) hours overtime compensation at time and one half.

- F. As the health and safety of its Employees are a paramount concern of the Department, the Department and Town agree to:
1. Liability insurance will be taken out to cover EMTs
 2. Reasonable precaution will be taken to protect EMTs from Hepatitis-B, AIDS and other infectious diseases.
 3. CISD (Critical Incident Stress Debriefing) and other counseling will be made available to employees.
 4. The Town will establish with due diligence a program for washing and/or cleaning EMTs' uniforms.
- G. The Chief of the Department, if provided with good and sufficient reasons, may allow an employee to relinquish the employee EMT card.
- H. Such additional compensation shall not be considered as part of a Deputy Chief's base pay.
- I. In recognition of the specialized courses required now or hereinafter by the Fire Chief and the added duties and responsibilities now or hereinafter imposed in connection with medical command the town shall, in addition to compensation provided elsewhere in this agreement, make an annual payment to each member of the bargaining unit in the amount of \$650.00. Such stipend shall be paid annually, the first payroll week of December.
- J. Effective July 1, 2009 there shall be a clothing and cleaning allowance of \$500.00.
- K. The MCI stipend, effective July 1, 2009 shall be \$150.00.
- L. AED and EMS jump kit shall be installed in deputy chief's vehicle and there shall be a \$230.00 payment for the use of said AED and EMS jump kit that will be used by the deputy chief(s) as needed. Effective July 1, 2009 the financial payments in sections i), j), k) and l) of this Article Thirty Six shall be rolled into the base pay and, in consideration of said payments and their being rolled into the base salary, the members of the bargaining group shall perform any duty or duties performed by any deputy chief or the position performing the duties of a deputy chief in any full-time fire department in any Massachusetts community as directed by the Chief of the West Springfield Fire Department.

ARTICLE 37 – DURATION AND TERMINATION

Paragraph 37.01. The Employer and the Association agree that this Agreement will continue in full force and effect until midnight on June 30, 2020, and, shall automatically renew itself for successive terms of one (1) year each, unless, subsequent to November 1, 2019, either the Employer or the Association shall have given the other written notice terminating the Agreement upon expiration of the initial or renewal term or requesting modifications to the existing Agreement, in which case, not later than December 31 following receipt of either of the aforesaid notices, the parties shall enter into negotiations for the formation of a new Agreement or modifications which shall be for the period

commencing the next succeeding July 1. If no new Agreement or modification has been signed prior to said date, this Agreement will remain in full force and effect until such signing; provided, however, that this Agreement shall terminate on said June 30 in the event that any petition is filed, pursuant to law, seeking to establish as the collective bargaining agents for Employees covered by this Agreement any agent other than the Deputy Fire Chiefs Association.

Paragraph 37.02. Should negotiations looking toward a new Agreement or modification continue beyond the termination date of this Agreement or of any extension of the Agreement or any automatically renewable period, all economic benefits and equity adjustments contained in this Agreement shall continue until superseded by provisions negotiated as a part of the new Agreement or supplement to the then existing Agreement and such superseding provisions may, to the extent permitted by law, be retroactive to July 1 of the fiscal year in which such new Agreement or supplement an existing Agreement is executed by all parties thereto.

ARTICLE 38 – DRUG AND ALCOHOL TESTING

Paragraph 38.01. Procedure for Alcohol and Drug Testing of Members of the Fire and Police Departments in the Town of West Springfield.

Paragraph 38.02. PURPOSE: This Standard Operating Procedure (SOP) describes Police Department and Fire Department policies for testing of all police officers and firefighters on the basis of reasonable suspicion of being under the influence of drugs or alcohol. Reasonable suspicion shall be presumed in the event of an accident involving Town equipment and/or vehicles.

Paragraph 38.03. TESTING:

- A. Alcohol Testing: The breath tests are required to determine if a person has a prohibited alcohol concentration. A screening test is conducted first. Any result less than 0.02 alcohol concentration is considered a “negative” test. If the alcohol concentration is 0.02 or greater, a second confirmation test must be conducted. The covered employee and the individual conducting the breath test “called a breath alcohol technician – BAT) complete the alcohol testing form to ensure that the results are properly recorded.
- B. Drug Testing: Drug testing procedures shall include split specimen procedures and the Town adopts this requirement for all employees subject to this policy. Each urine specimen is subdivided into two bottles labeled as a “primary” and “Split” specimen. Both bottles are sent to the laboratory. Only the primary specimen is opened and used for the urinalysis. The split specimen bottle remains sealed and is stored at the laboratory. If the analysis of the primary specimen confirms the presence of illegal, controlled substances, the employee has seventy-two (72) hours to request the split specimen be sent to another DHS certified laboratory for analysis (at the employee’s expense if the second test is positive). This split specimen procedure essentially provides the employee with an opportunity for a “second opinion” (if the split specimen is deemed negative, the employee will be reimbursed by the Town.) The Town’s Medical Review Officer (MRO) will advise the employee concerning split-specimen testing.

Paragraph 38.04. VIOLATIONS: A covered employee who has a positive alcohol and/or drug test must be removed from job duties. An employee cannot return to his/her duties until he/she has been evaluated by SAP, completed the SAP recommended rehabilitation program, and has a negative result on a Return-To-Duty drug test.

The SAP rehabilitation program shall be mandatory for employees with confirmed positive results or for any employee admitting drug usage. Available sick leave may be utilized to accommodate participation in an approved rehabilitation program. Leaves of absence without pay for such reasonable periods will also be allowed. The employee shall be expected to comply with all the requirements and regulations of the substance abuse rehabilitation program, and the failure to abide by all such conditions and requirements shall be a basis for termination of employment.

The employee agrees to submit to random urinalysis testing for a period of one (1) year after returning to work. If any test during such time yields a positive result, the employee shall be immediately subject to disciplinary action which may be termination of employment.

ARTICLE 39 – VEHICLE MONITORING

Paragraph 39.01. The Association agrees to the installation and activation of a global positioning system (GPS) in any or all Town- owned vehicles and equipment for the purpose of further enhancing efficiency and quality of delivery of services to Town residents.

Paragraph 39.02. It is understood that disciplinary actions against and excessive monitoring of Town employees is neither the primary purpose, nor the intended result of the implementation of the GPS system. To that end, any disciplinary action which is based in any part upon a GPS finding or report must also be based upon independent supporting facts, gathered before or after the GPS information, which comport with the just cause standard and are deemed worthy to pursue by the Fire Chief.

Paragraph 39.03. It is agreed that a “Chain of Command” shall be followed. Specifically, whoever is monitoring the GPS information shall contact the Fire Chief whenever a question or concern is triggered by GPS. Further, the Fire Chief shall have the sole responsibility to make the initial determination as to whether an Employee’s activity, which has been identified via GPS technology, is appropriate or not.

Paragraph 39.04. The use of GPS in not intended to result in any reduction in the bargaining unit. The Town shall not seek to eliminate positions, specifically as a result of the use of GPS.

Paragraph 39.05. The Association shall have access to any and all GPS reports and/or data that is directly related to a disciplinary action, upon written request. The requests are limited to reports generated within twenty-four (24) hours before and after the date/time of an applicable infraction, unless the Town is utilizing a longer time period for purposes of the discipline in which case the Association will be entitled to the reports generated within the applicable time period.

Paragraph 39.06. Attempts by members to mask, disable, or damage the GPS devices and/or equipment will be dealt with in accordance with the just cause standard.

Paragraph 39.07. The Town agrees to individually inform all employees within a specific department of the installation of GPS on any or all of its vehicles and/or equipment. Following this notice, both parties agree that no employee shall be allowed to contest an employment action based upon their lack of knowledge of the GPS installation.

ARTICLE 40 – STATUTORY LEAVE

Paragraph 40.01 The Town and Association agree to abide by the requirements and provisions of the Family and Medical Leave Act, the Domestic Violence Leave Act, the Parental Leave Act, and the Small Necessities Leave Act. The provisions of said Acts are posted in each Town building.

ARTICLE 41 – QUARTERLY MEETINGS

Paragraph 41.01 Employees are required to attend quarterly meetings called by the Chief, which shall be up to two (2) hours in length each. Employees shall receive an annual stipend of Seven Hundred Fifty Dollars (\$750) in the last payroll of each fiscal year, and shall not be entitled to any other compensation therefor. Said stipend shall be prorated if an employee does not attend all four (4) meetings and/or leaves employment during the fiscal year.

DULY AUTHORIZED AT WEST SPRINGFIELD, MASSACHUSETTS ON THIS 6th DAY OF APRIL, 2017.

THIS AGREEMENT IS DULY EXECUTED BY:

TOWN OF WEST SPRINGFIELD

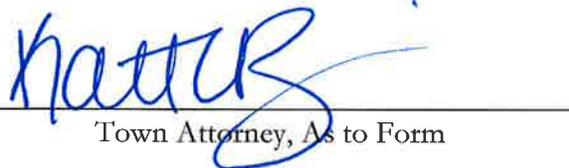
DEPUTY FIRE CHIEFS' ASSOCIATION:

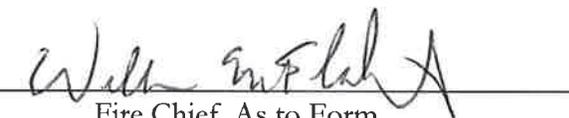
By: _____


William C. Reichelt, Mayor

By: _____


Name: Steven Manchino
Title: Union President


Town Attorney, As to Form


Fire Chief, As to Form

FIRE WAGE SCALE

FIRE DEPUTIES

FY2018 (2% increase)

GRADE	BASE PAY	BASE +ED*	BASE + EFO	BASE+EFO +ED*	19 TO 23			
					BASE	BASE+ED*	+EFO	+EFO&ED*
F-3	1812.9585	1934.5052	1818.2255	1939.7722	1832.5731	1954.1198	1837.8401	1959.3868
<i>F-3 (hourly)</i>	<i>43.1657</i>	<i>46.0596</i>	<i>43.2911</i>	<i>46.1851</i>	<i>43.6327</i>	<i>46.5267</i>	<i>43.7581</i>	<i>46.6521</i>
F-3 (ambulance admin)	1994.2543	2127.9557	2000.0481	2133.7494	2015.8304	2149.5318	2021.6241	2155.3255
<i>F-3 (ambulance admin - hourly)</i>	<i>47.4822</i>	<i>50.6656</i>	<i>47.6202</i>	<i>50.8036</i>	<i>47.9960</i>	<i>51.1793</i>	<i>48.1339</i>	<i>51.3173</i>
F-3a (40 hours/wk)	1812.9585	1934.5052	1818.2255	1939.7722	1832.5731	1954.1198	1837.8401	1959.3868
<i>F-3a (hourly)</i>	<i>45.3240</i>	<i>48.3626</i>	<i>45.4556</i>	<i>48.4943</i>	<i>45.8143</i>	<i>48.8530</i>	<i>45.9460</i>	<i>48.9847</i>

FY2019 (2% increase)

GRADE	BASE PAY	BASE +ED*	BASE + EFO	BASE+EFO +ED*	19 TO 23			
					BASE	BASE+ED*	+EFO	+EFO&ED*
F-3	1849.2176	1973.1953	1854.5900	1978.5677	1869.2245	1993.2022	1874.5969	1998.5746
<i>F-3 (hourly)</i>	<i>44.0290</i>	<i>46.9808</i>	<i>44.1569</i>	<i>47.1088</i>	<i>44.5053</i>	<i>47.4572</i>	<i>44.6333</i>	<i>47.5851</i>
F-3 (ambulance admin)	2034.1394	2170.5148	2040.0490	2176.4244	2056.1470	2192.5224	2062.0566	2198.4320
<i>F-3 (ambulance admin - hourly)</i>	<i>48.4319</i>	<i>51.6789</i>	<i>48.5726</i>	<i>51.8196</i>	<i>48.9559</i>	<i>52.2029</i>	<i>49.0966</i>	<i>52.3436</i>
F-3a (40 hours/wk)	1849.2176	1973.1953	1854.5900	1978.5677	1869.2245	1993.2022	1874.5969	1998.5746
<i>F-3a (hourly)</i>	<i>46.2304</i>	<i>49.3299</i>	<i>46.3648</i>	<i>49.4642</i>	<i>46.7306</i>	<i>49.8301</i>	<i>46.8649</i>	<i>49.9644</i>

FY2020 (2% increase)

GRADE	BASE PAY	BASE +ED*	BASE + EFO	BASE+EFO +ED*	19 TO 23			
					BASE	BASE+ED*	+EFO	+EFO&ED*
F-3	1886.2020	2012.6592	1891.6818	2018.1390	1906.6090	2033.0662	1912.0888	2038.5460
<i>F-3 (hourly)</i>	<i>44.9096</i>	<i>47.9205</i>	<i>45.0400</i>	<i>48.0509</i>	<i>45.3955</i>	<i>48.4063</i>	<i>45.5259</i>	<i>48.5368</i>
F-3 (ambulance admin)	2074.8222	2213.9251	2080.8500	2219.9529	2097.2699	2236.3729	2103.2977	2242.4007
<i>F-3 (ambulance admin - hourly)</i>	<i>49.4005</i>	<i>52.7125</i>	<i>49.5440</i>	<i>52.8560</i>	<i>49.9350</i>	<i>53.2470</i>	<i>50.0785</i>	<i>53.3905</i>
F-3a (40 hours/wk)	1886.2020	2012.6592	1891.6818	2018.1390	1906.6090	2033.0662	1912.0888	2038.5460
<i>F-3a (hourly)</i>	<i>47.1551</i>	<i>50.3165</i>	<i>47.2920</i>	<i>50.4535</i>	<i>47.6652</i>	<i>50.8267</i>	<i>47.8022</i>	<i>50.9637</i>

* Educational Benefit rolled in at max of 60 credits/20 courses. < 60 credits will be added to base at \$300/3 credits.

FIRE WAGE SCALE

FIRE DEPUTIES

FY2018 (2% increase)

*BASE PAY
LONGEVITY ROLL IN*

GRADE	24 TO <27				27+			
	BASE	BASE+ED*	+EFO	+EFO&ED*	BASE	BASE+ED*	+EFO	+EFO&ED*
F-3	1837.4793	1959.0260	1842.7463	1964.2930	1842.3855	1963.9322	1847.6525	1969.1992
<i>F-3 (hourly)</i>	<i>43.7495</i>	<i>46.6435</i>	<i>43.8749</i>	<i>46.7689</i>	<i>43.8663</i>	<i>46.7603</i>	<i>43.9917</i>	<i>46.8857</i>
F-3 (ambulance admin)	2021.2272	2154.9286	2027.0209	2160.7223	2026.6240	2160.3254	2032.4178	2166.1191
<i>F-3 (ambulance admin - hourly)</i>	<i>48.1245</i>	<i>51.3078</i>	<i>48.2624</i>	<i>51.4458</i>	<i>48.2530</i>	<i>51.4363</i>	<i>48.3909</i>	<i>51.5743</i>
F-3a (40 hours/wk)	1837.4793	1959.0260	1842.7463	1964.2930	1842.3855	1963.9322	1847.6525	1969.1992
<i>F-3a (hourly)</i>	<i>45.9370</i>	<i>48.9756</i>	<i>46.0687</i>	<i>49.1073</i>	<i>46.0596</i>	<i>49.0983</i>	<i>46.1913</i>	<i>49.2300</i>

FY2019 (2% increase)

*BASE PAY
LONGEVITY ROLL IN*

GRADE	24 TO <27				27+			
	BASE	BASE+ED*	+EFO	+EFO&ED*	BASE	BASE+ED*	+EFO	+EFO&ED*
F-3	1874.2289	1998.2065	1879.6012	2003.5789	1879.2332	2003.2108	1884.6056	2008.5832
<i>F-3 (hourly)</i>	<i>44.6245</i>	<i>47.5763</i>	<i>44.7524</i>	<i>47.7043</i>	<i>44.7436</i>	<i>47.6955</i>	<i>44.8716</i>	<i>47.8234</i>
F-3 (ambulance admin)	2061.6518	2198.0272	2067.5614	2203.9368	2067.1565	2203.5319	2073.0661	2209.4415
<i>F-3 (ambulance admin - hourly)</i>	<i>49.0869</i>	<i>52.3340</i>	<i>49.2277</i>	<i>52.4747</i>	<i>49.2180</i>	<i>52.4650</i>	<i>49.3587</i>	<i>52.6058</i>
F-3a (40 hours/wk)	1874.2289	1998.2065	1879.6012	2003.5789	1879.2332	2003.2108	1884.6056	2008.5832
<i>F-3a (hourly)</i>	<i>46.8557</i>	<i>49.9552</i>	<i>46.9900</i>	<i>50.0895</i>	<i>46.9808</i>	<i>50.0803</i>	<i>47.1151</i>	<i>50.2146</i>

FY2020 (2% increase)

*BASE PAY
LONGEVITY ROLL IN*

GRADE	24 TO <27				27+			
	BASE	BASE+ED*	+EFO	+EFO&ED*	BASE	BASE+ED*	+EFO	+EFO&ED*
F-3	1911.7134	2038.1706	1917.1933	2043.6505	1916.8179	2043.2751	1922.2977	2048.7549
<i>F-3 (hourly)</i>	<i>45.5170</i>	<i>48.5279</i>	<i>45.6475</i>	<i>48.6583</i>	<i>45.6385</i>	<i>48.6494</i>	<i>45.7690</i>	<i>48.7799</i>
F-3 (ambulance admin)	2102.8848	2241.9877	2108.9126	2248.0155	2108.4996	2247.6026	2114.5274	2253.6304
<i>F-3 (ambulance admin - hourly)</i>	<i>50.0687</i>	<i>53.3807</i>	<i>50.2122</i>	<i>53.5242</i>	<i>50.2024</i>	<i>53.5143</i>	<i>50.3459</i>	<i>53.6579</i>
F-3a (40 hours/wk)	1911.7134	2038.1706	1917.1933	2043.6505	1916.8179	2043.2751	1922.2977	2048.7549
<i>F-3a (hourly)</i>	<i>47.7928</i>	<i>50.9543</i>	<i>47.9298</i>	<i>51.0913</i>	<i>47.9204</i>	<i>51.0819</i>	<i>48.0574</i>	<i>51.2189</i>

* Educational Benefit rolled in at max of 60 credits/20 courses. < 60 credits will be added to base at \$300/3 credits.