

# COLLECTIVE BARGAINING AGREEMENT

Between

**City of Somerville**

And

**Firefighters Association of Somerville**

**Local 76 (Fire Alarm Unit)**

**March 16, 2015**

*Effective:*

*July 1, 2012 through June 30, 2015*

*And*

*July 1, 2015 through June 30, 2018*

WHEREAS, The parties, the City of Somerville (the "City") and Firefighters Association of Somerville, Local 76 / Fire Alarm Unit (the "Union") are parties to a collective bargaining agreement that expired on June 30, 2012;

WHEREAS, the parties wish to conclude successor negotiations for the benefit of all concerned;

THE PARTIES HEREBY AGREE, in return for good and valuable consideration, to the following terms of this Agreement and that the collective bargaining agreement between the parties will continue in full force and effect, subject to the following modifications:

1. **Term of Agreement:** The parties agree to execute two (2) collective bargaining agreement with the following effective dates:

July 1, 2012 through June 30, 2015

And

July 1, 2015 through June 30, 2018

- a) The duration clause of the FAS Local 76 (Fire Alarm Unit) collective bargaining agreement shall be amended to establish a successor Agreement from July 1, 20012 through June 30, 2015 and a further successor Agreement from July 1, 20015 through June 30, 2018 neither of which contains an evergreen clause;

2. **Technology:** New Article

The City, at its sole discretion, shall have the right to implement any and all technological enhancements or new technologies that may benefit the public safety and/or employee safety including, but not necessarily limited to: any use of Global Positioning System (GPS) technology that the City may have the right to

utilize as a result by right of law or agreement, and the use of video, audio or other electronic or other recording devices. This provision includes the City's right to require employees to utilize tools, equipment and/or methods for which they have received department approved or provided training including any hardware or software changes deemed to be appropriate by the City.

3. **Compensation:**

a) Adjustments will be made to base wages as follows:

1<sup>st</sup> collective bargaining agreement: July 1, 2012 through June 30, 2015 including any retroactive payments:

- July 1, 2012 → 2.0%
- July 1, 2013 → 2.0%
- July 1, 2014 → 2.0%

2<sup>nd</sup> collective bargaining agreement: July 1, 2015 through June 30, 2018

- July 1, 2015 → 2.0%
- July 1, 2016 → 2.0%
- July 1, 2017 → 2.0%

b) Bargaining unit members will receive a stipend for being currently certified in the following:

- Emergency Medical Dispatch (EMD);
- Fire Dispatch; and
- Cardio Pulmonary Resuscitation (CPR)

c) The stipend will be in the amount of \$600.00 per year for each active certification, effective July 1, 2015, provided that effective July 1, 2015 and every July 1<sup>st</sup> thereafter the employee has a current certification for that fiscal year. Payment(s) will be made in November.

d) Effective June 30, 2018 the stipend will increase to \$750.00 per year provided that by July 1, 2018 and every July 1<sup>st</sup> thereafter the employee has a current certification for that fiscal year. Payment(s) will be made in November.

e) Employees must certify / recertify on their own time unless the certification training is being offered by the Department, approved in advance by the Chief, and does not result in overtime. Employees may use the educational funds provided by the collective bargaining agreement for applicable course fees and/or materials. In the event that an employee does not provide the

Department proof that they are certified on or before July 1<sup>st</sup> of each year for the coming fiscal year, the employee will not receive a stipend.

Signed this 26th day of March, 2015 by:

**Firefighters Association of Somerville  
Local 76 (Fire Alarm Unit)**

*Thomas Ross*

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*Robert Alcornett*

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*Scott Brown*

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*Paul J. O'Neil*

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**City of Somerville**

*John A. Curran*

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*John V. Collins*

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*Candace Cooper*

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