

MEMORANDUM OF AGREEMENT

Between

The City of Somerville [Employer]

and

Chapter 3, National Conference of Firemen & Oilers (NCFO), 32BJ, SEIU [Union]

This Memorandum of Agreement (MOA) is entered into by and between The City of Somerville ("Employer") and Chapter 3, NCFO, 32BJ, SEIU ("Union"), collectively referred to as "the Parties," for the purpose of modifying the existing collective bargaining agreement (CBA) wage provisions.

1. Wage Increases Effective July 1, 2024:

Effective and retroactive to **July 1, 2024**, all employees in the bargaining unit shall receive a **2.0% across-the-board (ATB)** wage increase applied to all steps of the salary scale as set forth in the Addendum hereto.

2. Additional Increase for Step 10:

Effective and retroactive to July 1, 2024, employees at **Step 10** shall receive an **additional 2.0% ATB** increase, resulting in a total increase of **4.0%** for that step as set forth in the Addendum hereto.

3. Revision to Salary Scale Effective June 30, 2025:

Effective **June 30, 2025**, the salary scale shall be revised to reflect **2.0% intervals between all steps**. Employees rate of pay beginning June 30, 2025 shall be the rate for their current step as listed in the Addendum in the column titled "MA+2% Steps." Employees shall advance one step on July 1, 2025 per Article XIV, Section 1 of the current collective bargaining agreement.

4. Retroactive Payment for Former Employees:

Employees who were employed at any time between **July 1, 2024, and June 30, 2025**, and who have since **retired or separated from employment**, shall be eligible to receive **retroactive wage payments** consistent with the increases described in this MOA, for the period during which they were employed.

5. General Provisions:

The foregoing wage increases are made pursuant to the wage reopener provision contained in Article XIV, Section 1(1) of the current collective bargaining agreement. The parties acknowledge and agree the wage increases provided for herein fully satisfy the City's obligations in relation thereto. All other terms and conditions of the collective bargaining agreement shall remain in full force and effect unless otherwise modified by this MOA.

Signed this ____ day of _____, 2025.

For the Employer:

Name: Kathana BelContyne
Title: Mayor
Date: 7-11-2025

For the Union:

Name: Lisa A. Ireson Lisa A. Ireson
Title: BUSINESS AGENT
Date: July 01, 2025

Addendum

Junior Custodian

	2% Mkt Adj (4% Step 10) MA + 2% Steps	
FY25		
\$ 58,536.04	\$ 60,877.48	\$ 65,242.82
\$ 57,956.48	\$ 59,115.61	\$ 63,963.55
\$ 57,382.65	\$ 58,530.30	\$ 62,709.36
\$ 56,814.51	\$ 57,950.80	\$ 61,479.76
\$ 56,251.99	\$ 57,377.03	\$ 60,274.28
\$ 55,695.04	\$ 56,808.94	\$ 59,092.43
\$ 55,143.60	\$ 56,246.47	\$ 57,933.75
\$ 54,597.62	\$ 55,689.58	\$ 56,797.80
\$ 54,057.05	\$ 55,138.19	\$ 55,684.12
\$ 53,521.83	\$ 54,592.27	\$ 54,592.27

Senior Custodian

	2% Mkt Adj (4% Step 10) MA + 2% Steps	
FY25		
\$ 65,595.46	\$ 68,219.28	\$ 73,111.07
\$ 64,946.00	\$ 66,244.92	\$ 71,677.52
\$ 64,302.97	\$ 65,589.03	\$ 70,272.08
\$ 63,666.31	\$ 64,939.63	\$ 68,894.19
\$ 63,035.95	\$ 64,296.66	\$ 67,543.32
\$ 62,411.83	\$ 63,660.06	\$ 66,218.95
\$ 61,793.89	\$ 63,029.77	\$ 64,920.54
\$ 61,182.07	\$ 62,405.71	\$ 63,647.58
\$ 60,576.31	\$ 61,787.83	\$ 62,399.59
\$ 59,976.54	\$ 61,176.07	\$ 61,176.07

LAI 07/01/25