

**Memorandum of Agreement  
between  
The Town of Kingston  
and  
IAFF, Local 2337**

This Memorandum sets forth the material terms of an extension of the existing collective bargaining agreement reached between the Union's and the Town's negotiating teams, subject to ratification by the Union membership, approval by the Board of Selectmen, and funding by the Town Meeting as required by law.

The collective bargaining agreement which expires on June 30, 2022, shall be extended without change in language for a period of one year. The following provisions represent the material changes in the parties' agreement through June 30, 2023.

Fiscal Year 2023 - COLA

- Effective July 1, 2022, annual base wages will be increased 2%.
- Captains base pay will be adjusted by the following amounts. Adjustments are not cumulative.

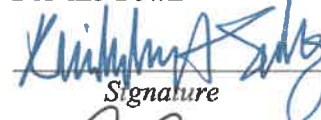




- Captain/EMT Basic                   \$ 900
- Captain/EMT Advanced             \$ 900
- Captain/EMT Paramedic           \$1,150

Pay scales set forth in Article 19.0 shall be adjusted accordingly. FY23 pay scale is attached to his MOA.

**For the Union**

	<u>8/20/21</u>
Signature	Date
	<u>8/20/21</u>
Signature	Date
	<u>8/24/21</u>
Signature	Date
	<u>8/24/2021</u>
Signature	Date
_____	_____
Signature	Date

**For the Town**

	<u>8/24/2021</u>
Signature	Date
	<u>8/24/21</u>
Signature	Date
	<u>8/24/21</u>
Signature	Date
	<u>8/24/21</u>
Signature	Date
	<u>8/24/21</u>
Signature	Date

**International Association of Firefighters Local, 2337**  
**Current Contract: through June 30, 2022**  
**Wage Schedule for FY 2023 with 2% and increase to CAPT Base**

	<b>Firefighter</b>				
	7/1/21 to 6/30/2022	7/1/2022 to 6/30/2023	Amount of Increase	Number of Personnel	Total Cost for 2% Increase for FY2023
FF EMT - B1	\$ 58,865.04	\$ 60,042.34	\$ 1,177.30		
FF EMT - B2	61,438.87	62,667.65	1,228.78		
FF EMT - B3	69,101.56	70,483.59	1,382.03		
FF EMT - B4 (10 years)	70,349.60	71,756.59	1,406.99	2	\$ 2,813.98
FF EMT - A1	\$ 61,936.92	\$ 63,175.66	\$ 1,238.74		
FF EMT - A2	64,510.74	65,800.95	1,290.21		
FF EMT - A3	72,173.52	73,616.99	1,443.47		
FF EMT - A4 (10 years)	73,460.56	74,929.77	1,469.21		
FF EMT - P1	\$ 65,531.25	\$ 66,841.88	\$ 1,310.63	1	\$ 1,310.63
FF EMT - P2	68,105.08	69,467.18	1,362.10		
FF EMT - P3	75,767.53	77,282.88	1,515.35	2	\$ 3,030.70
FF EMT - P4 (10 years)	77,106.55	78,648.68	1,542.13	11	16,963.44

**Captain with less than 10 years of services with KFD**

	7/1/21 to 6/30/2022	7/1/2022 to 6/30/2023	2% Increase	Amount of Increase	Number of Personnel	Total Cost for 2% Increase for FY2023
	Capt EMT - B1	\$ 74,932.27	\$ 77,330.92	\$ 2,398.65		
Capt EMT - B2	76,557.17	\$ 78,988.31	2,431.14			
Capt EMT - B3	78,962.01	\$ 81,441.25	2,479.24			
Capt EMT - A1	\$ 77,432.94	\$ 79,881.60	\$ 2,448.66			
Capt EMT - A2	79,057.83	\$ 81,538.99	2,481.16			
Capt EMT - A3	81,462.69	\$ 83,991.94	2,529.25			
Capt EMT - P1	\$ 80,593.79	\$ 83,355.67	\$ 2,761.88			
Capt EMT - P2	82,218.68	\$ 85,013.05	2,794.37			
Capt EMT - P3	84,623.52	\$ 87,465.99	2,842.47			

**Captain with more than 9 years 12 months of service with KFD**

	7/1/21 to 6/30/2022	7/1/2022 to 6/30/2023	2% Increase	Amount of Increase	Number of Personnel	Total Cost for 2% Increase for FY2023
	Capt EMT - B1	\$ 76,245.32	\$ 78,670.23	\$ 2,424.91		
Capt EMT - B2	77,902.71	\$ 80,360.76	2,458.05			
Capt EMT - B3	80,355.65	\$ 82,862.76	2,507.11	1	\$ 2,507.11	
Capt EMT - A1	\$ 78,784.99	\$ 81,260.69	\$ 2,475.70			
Capt EMT - A2	80,442.37	\$ 82,951.22	2,508.85			
Capt EMT - A3	82,895.34	\$ 85,453.25	2,557.91	1	\$ 2,557.91	
Capt EMT - P1	\$ 81,997.83	\$ 84,787.79	\$ 2,789.96			
Capt EMT - P2	83,655.23	\$ 86,478.33	2,823.10			
Capt EMT - P3	86,108.17	\$ 88,980.33	2,872.16	2	\$ 5,744.33	
				20		
					<b>Total Cost of Increase of 2%</b>	<b>\$ 34,928.10</b>

**International Association of Firefighters Local, 2337**  
**Current Contract: through June 30, 2022**  
**Wage Schedule for FY 2023 with 2% and increase to CAPT Base**

**Firefighter**

	7/1/21 to 6/30/2022	7/1/2022 to 6/30/2023
FF EMT - B1	\$ 58,865.04	\$ 60,042.34
FF EMT - B2	61,438.87	62,667.65
FF EMT - B3	69,101.56	70,483.59
FF EMT - B4 (10 years)	70,349.60	71,756.59
FF EMT - A1	\$ 61,936.92	\$ 63,175.66
FF EMT - A2	64,510.74	65,800.95
FF EMT - A3	72,173.52	73,616.99
FF EMT - A4 (10 years)	73,460.56	74,929.77
FF EMT - P1	\$ 65,531.25	\$ 66,841.88
FF EMT - P2	68,105.08	69,467.18
FF EMT - P3	75,767.53	77,282.88
FF EMT - P4 (10 years)	77,106.55	78,648.68

**Captain with less than 10 years of services with KFD**

	7/1/21 to 6/30/2022	7/1/2022 to 6/30/2023 2% Increase
Capt EMT - B1	\$ 74,932.27	\$ 77,330.92
Capt EMT - B2	76,557.17	\$ 78,988.31
Capt EMT - B3	78,962.01	\$ 81,441.25
Capt EMT - A1	\$ 77,432.94	\$ 79,881.60
Capt EMT - A2	79,057.83	\$ 81,538.99
Capt EMT - A3	81,462.69	\$ 83,991.94
Capt EMT - P1	\$ 80,593.79	\$ 83,355.67
Capt EMT - P2	82,218.68	\$ 85,013.05
Capt EMT - P3	84,623.52	\$ 87,465.99

**Captain with more than 9 years 12 months of service with KFD**

	7/1/21 to 6/30/2022	7/1/2022 to 6/30/2023 2% Increase
Capt EMT - B1	\$ 76,245.32	\$ 78,670.23
Capt EMT - B2	77,902.71	\$ 80,360.76
Capt EMT - B3	80,355.65	\$ 82,862.76
Capt EMT - A1	\$ 78,784.99	\$ 81,260.69
Capt EMT - A2	80,442.37	\$ 82,951.22
Capt EMT - A3	82,895.34	\$ 85,453.25
Capt EMT - P1	\$ 81,997.83	\$ 84,787.79
Capt EMT - P2	83,655.23	\$ 86,478.33
Capt EMT - P3	86,108.17	\$ 88,980.33

**International Association of Firefighters Local, 2337  
Current Contract: through June 30, 2022  
Wage Schedule for FY 2023 with 2% and increase to CAPT Base**

**Firefighter**

	7/1/21 to 6/30/2022	7/1/2022 to 6/30/2023
FF EMT - B1	\$ 58,865.04	\$ 60,042.34
FF EMT - B2	61,438.87	62,667.65
FF EMT - B3	69,101.56	70,483.59
FF EMT - B4 (10 years)	70,349.60	71,756.59

FF EMT - A1	\$ 61,936.92	\$ 63,175.66
FF EMT - A2	64,510.74	65,800.95
FF EMT - A3	72,173.52	73,616.99
FF EMT - A4 (10 years)	73,460.56	74,929.77

FF EMT - P1	\$ 65,531.25	\$ 66,841.88
FF EMT - P2	68,105.08	69,467.18
FF EMT - P3	75,767.53	77,282.88
FF EMT - P4 (10 years)	77,106.55	78,648.68

**Captain with less than 10 years of services with KFD**

	7/1/21 to 6/30/2022	7/1/2022 to 6/30/2023 2% Increase
Capt EMT - B1	\$ 74,932.27	\$ 77,330.92
Capt EMT - B2	76,557.17	\$ 78,988.31
Capt EMT - B3	78,962.01	\$ 81,441.25

Capt EMT - A1	\$ 77,432.94	\$ 79,881.60
Capt EMT - A2	79,057.83	\$ 81,538.99
Capt EMT - A3	81,462.69	\$ 83,991.94

Capt EMT - P1	\$ 80,593.79	\$ 83,355.67
Capt EMT - P2	82,218.68	\$ 85,013.05
Capt EMT - P3	84,623.52	\$ 87,465.99

**Captain with more than 9 years 12 months of service with KFD**

	7/1/21 to 6/30/2022	7/1/2022 to 6/30/2023 2% Increase
Capt EMT - B1	\$ 76,245.32	\$ 78,670.23
Capt EMT - B2	77,902.71	\$ 80,360.76
Capt EMT - B3	80,355.65	\$ 82,862.76

Capt EMT - A1	\$ 78,784.99	\$ 81,260.69
Capt EMT - A2	80,442.37	\$ 82,951.22
Capt EMT - A3	82,895.34	\$ 85,453.25

Capt EMT - P1	\$ 81,997.83	\$ 84,787.79
Capt EMT - P2	83,655.23	\$ 86,478.33
Capt EMT - P3	86,108.17	\$ 88,980.33