

**MEMORANDUM OF AGREEMENT**  
**CITY OF BOSTON**  
**AND**  
**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF)**  
**LOCAL 718**

**July 1, 2021 – June 30, 2024**

This Memorandum of Agreement amends the Collective Bargaining Agreement effective July 1, 2017, through June 30, 2021. Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement, effective through June 30, 2021, shall be extended without modification.

- **Article XXII – Duration of Agreement.** Amend this article to reflect three (3) year terms of this Agreement from July 1, 2021, through June 30, 2024.

- **Article XX – Compensation.**

(a) Retroactively amend Section 1 (base wages) as follows:

Effective First Pay Period (FPP) July 2021 – 3.0%

Effective First Pay Period (FPP) July 2022 – 3.0%

Effective First Pay Period (FPP) July 2023 – 2.5%

(b) Amend Section 3 (Hazardous Duty) by increasing the compensation rate by 1.5% effective July 1, 2023.

- **Article VIII – Paid Details.** Post-ratification and thirty (30) days after the funding of this Agreement by the City Council, the detail rate in Section 2 will be increased by \$8.00.

- **Article VII – Hours of Work and Overtime.** Effective July 1, 2023, amend Section 9 by replacing the reference to five (5) tours to six (6) tours throughout the section.

- **Appendix D – Officer Rank for Rank Coverage.**

(a) Effective July 1, 2023, amend the first sentence of this section to increase officers' absence/vacancy coverage from eight (8) to twelve (12).

(b) As a result of the above increase from eight (8) to twelve (12), the parties agree to the following housekeeping changes in Article IX:

Article IX(A) Extra Duty Pay for Vacation Fill-Ins. Section 1: Effective July 1, 2023, amend the first sentence of this section to delete eight (8) tour rank for

rank coverage and four (4) day tours and four (4) night tours and replace with twelve (12) rank for rank coverage and six (6) day tours and six (6) night tours.

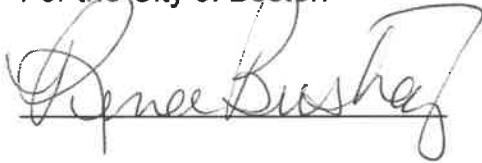
Article IX(A) Extra Duty Pay for Vacation Fill-Ins. Section 9: Effective July 1, 2023, amended first sentence of this section to delete eight (8) tour rank for rank coverage and replaced such with twelve (12) rank for rank coverage.

- **Article XI – Vacation** (Section 6.3). Effective July 1, 2023, amend the first sentence of this subsection by replacing the phrase “shifts shall be covered” to “shifts may be covered”.
- **Article XVII, Sick Leave** (Section 3). Amend the third paragraph as follows:

“...if said employee has accumulated *more than ten (10) tours or more* of undocumented absences within a rolling twelve (12) month period.”

This agreement is subject to union ratification and funding by the Boston City Council.

For the City of Boston


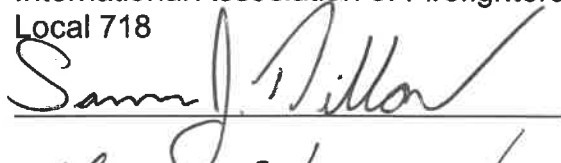


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9/11/23

Dated:

International Association of Firefighters  
Local 718



9/11/2023

Dated: