

MEMORANDUM OF AGREEMENT BETWEEN
CITY OF BOSTON AND
BOSTON FIREFIGHTERS IAFF LOCAL 718

Except as modified by the terms of this Memorandum of Understanding all terms and conditions of the predecessor agreement expiring June 30, 2024 shall remain in full force and effect throughout the duration of this agreement, July 1, 2024 to June 30, 2025, and July 1, 2025 to June 30, 2028.

General Wage Increases

The increases shall become effective the first pay period (FPP) of the month indicated.

July 2024 (FY25), July 2025 (FY26), July 2026 (FY27), July 2027 (FY28): 2.5%, 2%, 2%, 2%

TCAP (Transitional Career Awards Program)

The Transitional Career Awards Program (TCAP) benefit shall be adjusted as follows:

Effective the first pay period (FPP) of July 2025, the maximum weekly salary, night differential, and hazardous duty for purposes of calculating the TCAP benefit levels will be recognized as a 25 year Firefighter weekly base salary, weekly night differential, and weekly hazardous duty pay for the Firefighter ranks and as the 25 year Lieutenant weekly base salary, weekly night differential, and weekly hazardous duty pay for all higher ranks.

Longevity: Adjusted Base Salaries at 5, 10, 15, 20, and 25 years of service

As of the first pay period (FPP) of January 2025, a new weekly strip base equal to the July 2024 weekly base pay at each level of service years will exist.

Following the application of general wage increases to the new weekly strip bases

Effective the first pay period of January 2025, the 5 year weekly strip base plus an amount equal to 1.00% of the 5 year weekly strip base will be the weekly base pay at 5 years of service, the 10 year weekly strip base plus an amount equal to 1.00% of the 10 year weekly strip base will be the weekly base pay at 10 years of service, the 15 year weekly strip base plus an amount equal to 1.00% of the 15 year weekly strip base will be the weekly base pay at 15 years of service, the 20 year weekly strip base plus an amount equal to 1.00% of the 20 year weekly strip base will be the weekly base pay at 20 years of service, the 25 year weekly strip base plus an amount equal to 1.00% of the 25 year weekly strip base will be the weekly base pay at 25 years of service.

Effective the first pay period of July 2025, the 5 year weekly strip base plus an amount equal to 1.00% of the 5 year weekly strip base will be the weekly base pay at 5 years of service, the 10 year weekly strip base plus an amount equal to 1.00% of the 10 year weekly strip base will be the weekly base pay at 10 years of service, the 15 year weekly strip base plus an amount equal to 1.25% of the 15 year weekly strip base will be the weekly base pay at 15 years of service, the 20 year weekly strip base plus an amount equal to 1.50% of the 20 year weekly strip base will be the

weekly base pay at 20 years of service, the 25 year weekly strip base plus an amount equal to 2.50% of the 25 year weekly strip base will be the weekly base pay at 25 years of service.

Effective the first pay period of July 2026, the 5 year weekly strip base plus an amount equal to 1.00% of the 5 year weekly strip base will be the weekly base pay at 5 years of service, the 10 year weekly strip base plus an amount equal to 1.25% of the 10 year weekly strip base will be the weekly base pay at 10 years of service, the 15 year weekly strip base plus an amount equal to 1.50% of the 15 year weekly strip base will be the weekly base pay at 15 years of service, the 20 year weekly strip base plus an amount equal to 3.00% of the 20 year weekly strip base will be the weekly base pay at 20 years of service, the 25 year weekly strip base plus an amount equal to 4.25% of the 25 year weekly strip base will be the weekly base pay at 25 years of service.

Effective the first pay period of July 2027, the 5 year weekly strip base plus an amount equal to 2.50% of the 5 year weekly strip base will be the weekly base pay at 5 years of service, the 10 year weekly strip base plus an amount equal to 3.00% of the 10 year weekly strip base will be the weekly base pay at 10 years of service, the 15 year weekly strip base plus an amount equal to 4.00% of the 15 year weekly strip base will be the weekly base pay at 15 years of service, the 20 year weekly strip base plus an amount equal to 6.00% of the 20 year weekly strip base will be the weekly base pay at 20 years of service, the 25 year weekly strip base plus an amount equal to 7.00% of the 25 year weekly strip base will be the weekly base pay at 25 years of service.

Adjustments to Base at Years of Service (i.e. Longevity in Base as a % of strip base)

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Years of Service	1/1/25	FY26 Jul-25	FY27 Jul-26	FY28 Jul-27
5 yrs	1.00%	1.00%	1.00%	2.50%
10 yrs	1.00%	1.00%	1.25%	3.00%
15 yrs	1.00%	1.25%	1.50%	4.00%
20 yrs	1.00%	1.50%	3.00%	6.00%
25 yrs	1.00%	2.50%	4.25%	7.00%

Vacation Black Out Period

The City accepts the Union's vacation black out period proposal contained in its November 20, 2025 OTR document, which is to amend all applicable sections of the collective bargaining agreement to reflect the dissolving of the Vacation Black Out Period for Officers and their ranked counterparts within the Fire Alarm Division.

City Fire Detail Proposal

Paid Detail rates shall increase by \$14 (fourteen dollars) thirty days after the City Council funds this Agreement. Add \$5 to the detail rates in the first pay period (FPP) of January, 2027, and an additional \$5 to the detail rates the first pay period (FPP) of January, 2028 (any such applicable rate shall commence no less than thirty days from date of City Council's funding approval; no retroactive).

Article VIII - Paid Details

Six months after the implementation of the new electronic detail application, Local 718 may request to meet to discuss timely payment of details.

Article VIII – Paid Details

Add a new Section 14 as follows:

1. On an annual basis, the Boston Fire Commissioner may accept retired Boston Fire Department Firefighters or Officers who have not yet attained the age of seventy-five (75) to perform fire details at the Firefighter rate after the assignments have been offered to all active unit members.
2. They need to maintain a current NFPA 51B certification to remain eligible to work paid details.
3. Only Boston Fire Department Firefighters or Officers who retired on a superannuation basis are eligible. Boston Fire Department Firefighters or Officers who retired on the basis of disability are not eligible.
4. To be eligible, retired Firefighter and Officers will provide a medical certificate demonstrating their fitness to perform details. Firefighters and Officers working paid details shall be subject to the supervision of the Department's Medical Examiner.
5. To be selected, a retired Boston Fire Department Firefighters or Officer shall pass a medical examination by a physician or other certified professional chosen or agreed to by the Department to determine whether the retired Boston Fire Department Firefighters or Officer is capable of performing the essential duties required at paid details in a safe and healthy manner.
6. Selected retired Boston Fire Department Firefighters or Officer shall be eligible for assignment to paid details under this section for a period of one year, subject to renewal at the discretion of the Fire Commissioner, provided, however, that any Boston Fire Department Firefighters or Officer shall be subject to suspension or removal by the Fire Commissioner at any time.

7. All benefits afforded to the retired Boston Fire Department Firefighters or Officer shall terminate upon the conclusion of the one-year employment term.
8. The employment term of any selected Boston Fire Department Firefighters or Officer shall automatically terminate upon the Boston Fire Department Firefighters or Officer seventy-fifth (75th) birthday.
9. Retired Boston Fire Department Firefighters or Officers shall be subject to the rules and regulations, policies, and procedures, and requirements as the Fire Commissioner may impose from time to time, including but not limited to restrictions on the type of detail assignments, requirements regarding medical examinations to determine continued capability to perform the essential duties of Departmental paid details, requirements for training, requirements for maintaining medical or liability insurance policy(ies), and requirements regarding uniforms and equipment.
10. The Fire Commissioner shall swear in selected Boston Fire Department Firefighters or Officers.
11. Retired Boston Fire Department Firefighters or Officers injured on paid details shall be deemed "employees" of the City of Boston under M.G.L. c. 152 § 1 to the full extent allowable by law.
12. In no event shall the injury (worker's compensation) benefit of a retired Boston Fire Department Firefighters or Officer exceed, in any calendar year, the limitation on earnings contained in paragraph (b) of section 91 of Chapter 32 of the General Laws.
13. The terms and conditions of Boston Fire Department Firefighters or Officers working paid details shall not be the subject of grievances under Article XVI (Grievance Procedure).
14. Retired FF and Officers will not hold any civil service title or rank and shall work in the title of special paid detail officer.

New Article XVIIIA – Line of Duty Death Benefit for Active Firefighters & Uniformed Officers

Section 1. Effective within 90 days after the Boston City Council votes to fund the parties' collective bargaining agreement, the City shall provide Firefighters and Uniformed Officers of the Fire Service a line of duty death benefit for active employees in accordance with the following terms.

Section 2. Definitions.

- A. The term "death in the line of duty" is defined as

- (1) a death (or an injury which is the direct and proximate cause of death) sustained while in the performance of official duties that results from an incident, accident or violence,
or
- (2) death caused by hypertension or heart disease that is presumed to be work related under M.G.L. c. 32 § 94, or
- (3) death caused by any condition of health caused by any disease of the lungs or respiratory tract that is presumed to be work related under M.G.L. c. 32 § 94A, or
- (4) death from a cancer that is presumed to be work related under the provisions of M.G.L. c. 32 § 94B.

B. The term "beneficiary(s)" means as the beneficiary(s) previously identified and listed by the deceased employee with the City of Boston Retirement Board.

Section 3. Eligibility under Sections 2A (2) and 2A (3) above is limited to those active Firefighters and Uniformed Officers who passed a physical examination on entry into or during such service which examination failed to reveal evidence of such condition. If the Department is unable to furnish such examination, the deceased employee and the beneficiary(ies) shall be eligible for the full provisions of this agreement.

Section 4. Eligibility under Section 2A(4) above is limited to those active Firefighters and Uniformed Officers who had at least five (5) years of service with the Department and it can be established that the employee regularly responded to calls of fire or their investigation at the scene during some portion of the period of service.

Section 5. The Department Medical Examiner shall determine eligibility. Deaths falling within Sections 2A (2) through 2A (4) shall be presumed to be work related unless the contrary can be shown by competent evidence. The determination of the Department Medical Examiner shall be subject to the grievance and arbitration process.

Section 6. Eligible employees shall receive the following line-of-duty death benefit:

- A. Three (3) Personal Tours which is Seventy-two (72) hours of overtime based on the employee's weekly compensation;
- B. All accrued and unused paid leave (personal, sick and vacation) in the employee's bank shall be paid at 100% of its value at the time of their death;
- C. In the case of a Firefighter, forty-eight (48) hours of vacation fill-in overtime, which shall be calculated based on the employee's weekly compensation.
- D. In the case of a Uniformed Officer (Fire Lieutenant, Fire Captain, District Fire Chief, and Deputy Fire Chief) one hundred and forty-four (144) hours of Officer Rank for Rank Overtime which is calculated based on the employee's weekly compensation.

Add a new section 7A to Article XIX (Misc), entitled, "Assignment to the Marine Unit."

1. The Department will post vacancies in the Marine Unit. Interested members will submit a Form 5A to the Chief of Operations, Field Services, through the chain of command, listing their qualifications relevant to the job description.
2. The Marine Unit is within Special Operations Command (SOC).
3. The Department has met its obligations under M.G.L. c. 150E with respect to the job descriptions for all positions within the Marine Unit. The job description(s) shall specifically outline the requirements and qualifications necessary to fulfill the position(s), which employees shall be required to demonstrate in order to request transfer to the Unit. Although the Commissioner may consider education when making selections, education shall not be a prerequisite for any Marine Unit position. The City will meet any and all M.G.L. c. 150E obligations with respect to changes to the Marine Unit job description(s).
4. The Fire Commissioner shall select from applicants to postings on the basis of qualifications and abilities. Where qualifications and abilities are substantially equal, seniority shall be the determining factor for assignment.
5. All staff assigned to the Marine Unit shall be subject to a one-year probationary period. During such probationary period, the employee may be reassigned to their prior assignment if the selected employee fails to meet qualifications as set forth in the job description (or obtain necessary licenses) related to the position and/or other performance related issues, subject to the following process:

Members on probation at the Marine Unit will receive a performance evaluation within the first six (6) months after their assignment to the Marine Unit.

6. Employees assigned to the Marine Unit as of the date of City Council funding of this Agreement shall be exempt from its application.

7. The terms of this section 7A apply to assignment to the Marine Unit only.

Fire Alarm Operations

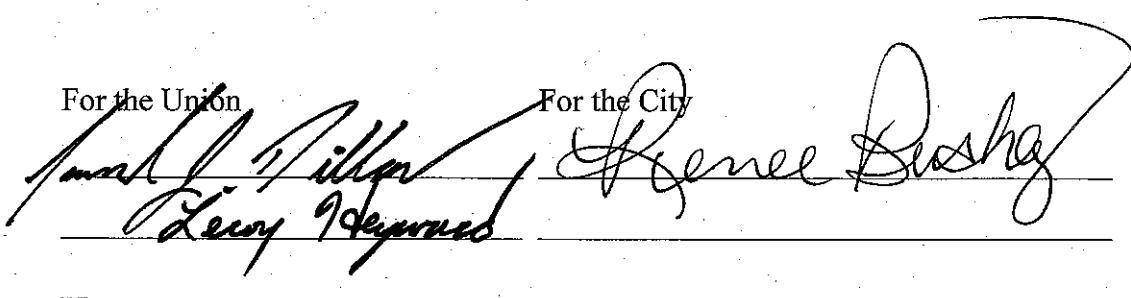
The Union agrees that it will bargain with the City, upon request, regarding the Department's proposal(s) to implement organizational and operational changes to the Fire Alarm Division during the term of this Agreement.

This Agreement is subject to ratification by the Local 718 Bargaining Unit and full funding by the City Council.

Signed and Agreed to this 10th day of December, 2025

For the Union

For the City



Mark J. Miller
Renee Dushay

Levy Reynolds