

**ARTICLE 12
WEEKLY PAY RATES**

FY26 Rates – 2.5%

					Officer Rank Differential	10 Years	15 Years	20 Years
Captain				.21062 above LT.	\$2,054.88	\$2,116.53	\$2,180.03	\$2,245.43
Lieutenant				.1710333 above Step 5 FF	\$1,697.38	\$1,748.30	\$1,800.75	\$1,854.77
	Step 1	Step 2	Step 3	Step 4	Step 5	10 Years	15 Years	20 Years
Firefighter	\$1,294.59	\$1,317.65	\$1,401.05	\$1,425.20	\$1,449.47	\$1,492.95	\$1,537.74	\$1,583.87

FY27 Rates – 2.5%

					Officer Rank Differential	10 Years	15 Years	20 Years
Captain				.21062 above LT.	\$2,106.26	\$2,169.48	\$2,234.56	\$2,301.60
Lieutenant				.1710333 above Step 5 FF	\$1,739.82	\$1,792.01	\$1,845.77	\$1,901.14
	Step 1	Step 2	Step 3	Step 4	Step 5	10 Years	15 Years	20 Years
Firefighter	\$1,326.95	\$1,350.59	\$1,436.08	\$1,460.83	\$1,485.71	\$1,530.28	\$1,576.19	\$1,623.47

FY28 Rates – 2.5%

					Officer Rank Differential	10 Years	15 Years	20 Years
Captain				.21062 above LT.	\$2,158.92	\$2,223.69	\$2,290.40	\$2,359.11
Lieutenant				.1710333 above Step 5 FF	\$1,783.31	\$1,836.81	\$1,891.91	\$1,948.67
	Step 1	Step 2	Step 3	Step 4	Step 5	10 Years	15 Years	20 Years
Firefighter	\$1,360.12	\$1,384.35	\$1,471.98	\$1,497.35	\$1,522.85	\$1,568.53	\$1,615.59	\$1,664.06

eligible employees (see paragraph below)

A Firefighter who is promoted to Lieutenant shall receive the Lieutenant's rate of pay upon promotion. A Firefighter or Lieutenant who is promoted to Captain shall receive the Captain's rate of pay upon promotion.

LONGEVITY SERVICE STEPS

which shall be included in base pay for calculating overtime (and the like).

A Firefighter will receive a 3% increase above Step 5 Firefighter when they reach 10 years of service.

A Firefighter will receive a 3% increase above the 10 Year Firefighter Step when they reach 15 years of service.

A Firefighter will receive a 3% increase above the 15 Year Firefighter Step when they reach 20 years of service.

An Officer will receive a 3% increase above their respective Rank Differential when they reach 10 years of service.

An Officer will receive a 3% increase above their Rank's 10 Year Step when they reach 15 years of service.

An Officer will receive a 3% increase above their Rank's 15 Year Step when they reach 20 years of service.

AMBULANCE STIPEND

(This language replaces paragraph one of Assignments in Article 13).

All members of the Local 2310 are eligible to work on the ambulance, and all members of the Local 2310 will receive **2%** in salary effective July 1, 2025, an additional **1%** in salary effective July 1, 2026 (Totaling 3%), and an additional **1%** in salary effective July 1, 2027 (Totaling 4%).

It is agreed that the right to assign rests with the Chief of Department and that delegation of authority may be granted to officers of the Bedford Fire Department.

CAREER INCENTIVE

Effective 7-1-2025

Associates Degree to be compensated at **6%** of Step 5 Firefighter on the Weekly Pay Rates Chart under Article 12.

Bachelor's Degree to be compensated at **9%** of Step 5 Firefighter on the Weekly Pay Rates Chart under Article 12.

Master's Degree to be compensated at **11%** of Step 5 Firefighter on the Weekly Pay Rates Chart under Article 12.

Areas eligible for Career Incentive

1. Fire Science Technology or administration/management
2. Public Administration
3. Business Administration
4. Fire Administration
5. Paramedic Technology
6. Criminal Justice
7. Health/Science fields or Medical Studies, including:
 - a. Pharmacology
 - b. Kinesiology
 - c. Life Science
 - d. Physiology
 - e. Sports Medicine
 - f. Nursing
 - g. Occupational Therapy
 - h. Physical Therapy
 - i. Psychology

Other areas and degrees can be submitted by members and will be subject to approval of Chief of Department.

FIRE PREVENTION AND OPERATIONS/TRAINING CAPTAINS

SECTION 1

The appointed applicants will receive an additional (Day) stipend of **3%** effective July 1, 2025 included into their base pay. The (Day) stipend will increase to **4%** on July 1, 2026, and **5%** on July 1, 2027. Hours worked beyond the normal 40 hour work schedule will be subject to the provisions of the existing contract. The appointed applicant will be entitled to all contract provisions regarding overtime. The administrative group shall be paged for whenever a group and call and/or all call is paged.

ARTICLE 7 OVERTIME

SECTION 2

Callback: In the event the bargaining unit employees are required to return to work to provide coverage while the ambulance is out, for any non-fire related runs, for operation of or coverage for any fire related run, they shall receive a minimum of four (4) hours pay at time and one-half rate. Employees who are called back shall remain on duty until or when, the following conditions, and any other conditions deemed necessary, are met and confirmed complete by either Chief of Department or the Shift Commander.

- a. All personnel are clean and deconned;
- b. All equipment is clean and deconned;
- c. Any equipment that needs replacement is replaced; and
- d. All apparatus/facilities are cleaned, deconned, and returned to service

ARTICLE 11 SENIORITY

SECTION 3

Whenever a Captain is absent from their regular group and another Captain is not working with that group, a Captain shall be hired to be in charge of that group. If a Captain is not available, then a lieutenant is eligible to serve as "Acting Captain" for the shift. The Lieutenant who works with the group where the Captain shift is open will work the shift as "Acting Captain". If both officers are out from the normally scheduled shift and need to be backfilled the shift Captain will be filled by another Group Lieutenant based on seniority in Rank, and the company officer will be filled in accordance with language below.

Whenever a Lieutenant is absent from their regular group and another Company officer is not working in that role, a firefighter on the Lieutenants Promotional List will be hired in that role. If nobody accepts, then the shift will be offered to the Captains. In the event that the shift is still unfilled, a firefighter with a minimum of 5 years of experience can act as the company officer of the group.

ARTICLE 11 SENIORITY

LATERALS

Lateral Transfer Language: When determining years of service for Step schedule placement and vacation accrual, the Fire Chief will credit prior years of service from full-time experience working as a firefighter in another

community. Years of service credits shall be capped at 10 years. The Fire Chief, with the approval of the Town Manager, may credit any other public safety experience that directly relates to the position.

The Town will place lateral hiring priority on Paramedics, but can hire EMT/First Responders with the condition of employment of Paramedic Certification and Licensure being obtained by lateral within the timeframe set forth in the current collective bargaining agreement. Laterals will not be able to use Civil Service Seniority at Rank if it was not gained in Bedford.

Insert "Layoff" paragraph from current Article 13.

**ARTICLE 17
MILITARY LEAVE**

The Town shall provide military leave to members of the bargaining unit pursuant to the provisions of applicable federal and state laws, including M.G.L.c. 33, sec. 59, which the Town has adopted.

**ARTICLE 19
HEALTH AND WELFARE**

SECTION 1

The parties acknowledge that health insurance is provided by the Town pursuant to M.G.L.c. 32B, & 23. The Town's contribution rate for HMOs will be 82% for Individual plans and 75% for Family plans. Employee contributions may be made on a pre-tax basis through a so called Section 125 plan. The Town will continue to offer dental insurance through Delta Premier Plan B and contribute 50% of the cost regardless of whether the subscriber is in an individual or family plan

**ARTICLE 23
TEMPORARY SERVICE OUT OF RANK**

Any Employee covered by this Agreement who is temporarily designated to assume the responsibilities of a higher rank, shall receive the base pay of such higher rank from the date the Employee assumes such rank, until relieved of such responsibilities

**ARTICLE 38
DURATION OF AGREEMENT**

This agreement shall take effect July 1, 2025 and shall continue in effect until June 30, 2028, or from day to day thereafter until such time as a successor Agreement is executed by the parties hereto. Either party to this Agreement wishing to negotiate a successor agreement, must so indicate by notifying the other party on or before November 1, prior to the termination of this Agreement. Within fifteen (15) days after receipt of such notification by either party, the parties agree to commence negotiations in accordance with M.G.L., Ch. 150E.



Town



Union

Town



Union

Date: 06 27, 2025

Date: