

Article 1
May 8, 2023 Special Town Meeting
Needham Fire Union Contract Settlement

		Amount	Percent
Fiscal Year 2023	Step, Education, & Other Increases	\$195,834	2.72%
	2.5% Base Wage Increase 7/1/2022	\$179,293	2.48%
	Total	\$375,127	5.20%

		Amount	Percent
Fiscal Year 2024	Step, Education & Other Increases	\$ 61,084	0.81%
	2.5% Base Wage Increase 7/1/2023	\$181,547	2.40%
	Top Step Additional 1%	\$ 50,785	0.67%
	Increase EMT/Paramedic Stipend 1%	\$ 64,284	0.85%
	Degrees, Career Incentive & Trades Stipend	\$103,839	1.37%
	Total	\$461,539	6.10%
Fiscal Year 2025	Step, Education & Other Increases	\$ 83,051	1.03%
	3.0% Base Wage Increase 7/1/2024	\$235,514	2.93%
	Top Step Additional 1%	\$ 55,421	0.69%
	Increase EMT/Paramedic Stipend 1%	\$ 67,370	0.84%
	Training Incentive	\$ 45,272	0.56%
	Total	\$486,628	6.05%
Fiscal Year 2026	Step, Education & Other Increases	\$ 95,988	1.13%
	3% Base Wage Increase 7/1/2025	\$250,806	2.94%
	Top Step Additional 1%	\$ 72,547	0.85%
	Increase EMT/Paramedic Stipend 1%	\$ 70,468	0.83%
	Total	\$489,809	5.75%

Other Key Components

- Agreement to remove the Fire Department from the Civil Service System, including a new promotion policy and agreement on a recruitment policy
- Participation in the Town's 401(a) Retirement Contribution Program
- Increase in the number of Union business days
- Commitment to working together on implementing a wellness program
- Updating the grievance procedure
- Amending language within the Injury on Duty/111F policy
- Creating language governing lay-off and recall
- Commitment to working together to expand and enhance the existing Advance Life Support Program
- Allowing paramedics to work the ambulance rotation prior to attending the Fire Academy