

COLLECTIVE BARGAINING AGREEMENT

Between the
North Hampton Professional Firefighters Local 3211
and
the Town of North Hampton

July 1, 2024 through June 30, 2027

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Article I.

AGREEMENT

Section 1.01

This Agreement is entered into on the 1st day of July 2021 between the Town of North Hampton, New Hampshire (hereinafter referred to as the “Town”) and the Professional Firefighters of North Hampton, New Hampshire, IAFF, Local 3211 (hereinafter referred to as the “Union”).

Article II.

PURPOSE

Section 2.01 The purpose of this Agreement is to foster harmonious relations between the Town and the Union and to establish in a collective bargaining agreement, wages, hours and other terms and conditions of employment.

Article III.

RECOGNITION

- Section 3.01 The Town recognizes the Union as the exclusive representative and exclusive bargaining agent, for the purpose of collective bargaining, for the employees in the job classification for all full time Firefighters and Lieutenants of the North Hampton Fire & Rescue.
- Section 3.02 Excluded from recognition or coverage under this agreement are the Fire Chief, Deputy Chief, Call Firefighters, newly hired probationary employees, dispatchers and secretaries.

Article IV.

MANAGEMENT RIGHTS

Section 4.01 Except as otherwise expressly and specifically limited by the terms of this Agreement, the Employer retains all its customary, usual and exclusive rights, decision making, prerogatives, functions and authority connected with or in any way incidental to its responsibility to manage the affairs of the Employer or any part of the Employer. The rights of employees in the bargaining unit and the Union hereunder are limited to those specifically set forth in this Agreement, and the Employer retains all prerogatives, functions and rights not specifically limited by the terms of this Agreement. The Employer shall have no obligation to negotiate with the Union with respect to any such subjects or the exercise of its discretion and decision making with regard thereto, any subjects covered by the terms of this Agreement and closed to further negotiations for the terms hereof, and any subject which was or might have been raised in the course of collective bargaining, but is closed for the term hereof.

Section 4.02 Except as otherwise expressly limited by the terms of this Agreement, without limitations but by ways of illustration, the exclusive prerogatives, functions and rights of the Employer shall include the following:

- (a) To direct and supervise all operations, functions and policies of the Employer in which the employees in the bargaining unit are employed.
- (b) To close or liquidate an office, branch, operation or facility, or combination of facilities, or to relocate, reorganize, or combine the work of divisions, offices, branches, operations or facilities for budgetary reasons.
- (c) To determine the need for a reduction or an increase in the workforce and the implementation of any decision with regards thereto.
- (d) To establish, revise, and implement standards for hiring, classification, promotion, quality of work, safety, materials, uniforms, appearance, equipment, methods, and procedures. It is jointly recognized that the Employer must retain broad authority to fulfill and implement its responsibilities and may do so by oral and written work rule, existing or future.
- (e) To implement new, and to revise or discharge, wholly or in part, old methods, procedures, materials, equipment, facilities and standards.
- (f) To assign and distribute work.
- (g) To assign shifts, workdays, hours of work, and work locations.
- (h) To determine the need for and the qualifications of new employees, transfers and promotions.
- (i) To discipline, suspend, demote or discharge an employee.

- (j) To determine the need for additional educational courses, training programs, on the job training and cross training within the fire and rescue department and to assign employees to such duties for periods to be determined by the Employer.

Section 4.03 The exercise of any management prerogative, function, or right which is not specifically modified by this Agreement is not subject to the grievance procedure, to arbitration, or as set forth above to bargaining during the term of this Agreement.

Article V.

STRIKES PROHIBITED

- Section 5.01 No employee covered by this Agreement shall engage in, induce or encourage any strike, work stoppage, sick in, sick out or slowdown or any job action, including picketing while on duty, or activity which interferes with the normal operations of the Town.
- Section 5.02 The Union agrees that neither it, nor any of its officers or agents, national or local will call, institute, authorize, participate in, sanction or ratify any activity referred to in Section 1 above.
- Section 5.03 In the event of a work stoppage, picketing while on duty, or any other curtailment by the Union or the employees covered hereunder, the Union, by its officers and agents shall immediately declare such work stoppages, picketing on duty or other curtailment to be illegal and authorized in writing to employees, and order said employees in writing to stop the said conduct and return to work. Copies of such written notices shall be immediately furnished to the Town. The Union shall do everything in its power to obtain the return to work from said employees.
- Section 5.04 In the event of any activity referred to in Section 5.01 above, employee (s), participating in same shall be subject to disciplinary action, up to and including immediate dismissal.
- Section 5.05 In no event will the Town conduct a lockout.

Article VI. **NON DISCRIMINATION**

Section 6.01 Neither the Town nor the Union shall interfere with the rights of employees covered by this Agreement to become or not become members of the Union, and there shall be no discrimination against any such employees because of lawful Union membership or non-membership activity or status.

Section 6.02 The Town and the Union reaffirm and will maintain the policy not to discriminate against any person because of race, color, national origin, citizenship, religion, sex, sexual orientation, marital status, age or disability. All such claims under this Section shall be initiated through the grievance procedure herein before taking action with state or federal agencies. This requirement shall not, however, restrict the filing of claims or complaints so as to prevent the expiration of time limits or appeal rights set forth by statute or regulation.

Article VII. **SEXUAL HARASSMENT**

- Section 7.01 The Department will not tolerate the sexual harassment of any employee, or any other person dealing with the Town. Conduct will be considered sexual harassment if:
- (a) Submission to or rejection of a request for a sexual favor is used as the basis for employment decisions affecting the person who did the submitting or rejecting; or
 - (b) Submission to a request for sexual favors is made either explicitly or implicitly a condition of the individual's continued employment; or
 - (c) Unwelcome sexual advance and other verbal or physical conduct of a sexual nature interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.
- Section 7.02 All employee complaints of sexual harassment shall be referred immediately to the Fire Chief or the Town Administrator. The matter will be promptly investigated. Confidentiality will be maintained to the extent possible consistent with the need to conduct a prompt and thorough investigation of a complaint. Retaliating or discriminating against an employee for complaining about sexual harassment is prohibited.
- Section 7.03 Any instances of sexual harassment as described herein, any act of retaliation, or any failure to cooperate in the investigation or resolution of a sexual harassment complaint may result in disciplinary action or termination.

Article VIII.

EDUCATIONAL EXPENSES

Section 8.01 The following education reimbursement policy will apply to members of the bargaining unit after one (1) year of service. The Town agrees to provide reimbursement for fifty percent (50%) of the cost of courses if all of the following are met:

- (a) Total course reimbursement within the fiscal year are not to exceed one thousand dollars (\$1,000.00) per employee.
- (b) Courses must be approved by the Chief at least thirty (30) days in advance of the course.
- (c) Courses are related to the employee's job or is part of an approved career development program.
- (d) Budgeted funds will be allocated on a first come, first served basis. (The Department will make available \$5,000.00 each year.)
- (e) Successful completion of course work with a "B" or the numerical equivalent grade or better, or a pass with pass/fail courses and satisfactory proof of attainment.

Section 8.02 If a course is paid for in whole or in part through Federal or State Programs, then the Town will not reimburse for such a course, it being the intent of this Section to eliminate double payment for any course.

Section 8.03 Education expenses shall include: tuition, registration, books, supplies, and course material. The restriction and requirements set forth above shall not apply to courses, which the Department requests and employee to take during duty time.

Article IX.

DUES DEDUCTION

- Section 9.01 Upon receipt of any individually written authorization by a Union member covered by this Agreement and approved by the authorized officer of the Union, the Town agrees to deduct from the pay of each Union member so authorized the current Union dues as certified to the Town by the Treasurer of the Union. Said deduction shall be made weekly provided, however if any employee has no check coming to him/her or if the check is not large enough to satisfy the deduction, then and in that event no collection will be made from said employee for that week. Once each month, the Town shall send the amount so deducted to the Treasurer of the Union, along with a list of the employees from whom the dues have been withheld and the dates of the pay periods involved. In no case, will the Town attempt to collect fines or assessments for the Union beyond regular dues.
- Section 9.02 Should there be a dispute between an employee and the Union over the matter of dues deduction, the Union agrees to defend and hold the Town harmless in any such dispute.

Article X.

WORK RULES

- Section 10.01 The Town may prepare, issue and enforce rules and safety regulations necessary for the safe, orderly and efficient operation which are not inconsistent with this Agreement.
- Section 10.02 Members of this collective bargaining unit shall be subject to the Town's "employee alcohol and drug testing" policy as adopted by the Town in January 1996.
- Section 10.03 The parties jointly recognize the importance of health and wellness and employees agree to participate in any non-punitive paid wellness program offered by the Town. The Town also agrees to provide access to basic (such as TRX) exercise equipment and time on duty for fitness training.

Article XI. **DISCIPLINARY PROCEDURES**

Section 11.01 Disciplinary action will be for just cause and will normally be taken in the following order:

- (a) Verbal warning;
- (b) Written warning;
- (c) Suspension without pay
- (d) Discharge

Section 11.02 However, the above sequence need not be followed if an infraction is sufficiently severe to merit immediate suspension or discharge. Additionally, the Town reserves the right to take disciplinary action in a manner consistent with the efficiency of operations and appropriate to the infraction involved.

Section 11.03 An employee will be tendered a copy of any warning, reprimand, suspension or disciplinary layoff entered on his personnel record, within three days of the action taken. In imposing discipline on a current charge, the Town will not take into account any prior discipline, which occurred more than two years previously.

Article XII. **GRIEVANCE PROCEDURE**

Section 12.01 A grievance is defined as an alleged violation, misinterpretation, or misapplication of any provision of this Agreement.

Section 12.02 A grievance to be considered under this procedure must be initiated in writing by the employee within seven (7) business days of its occurrence or from the time, the employee knew or should have known of its occurrence. The following matters are excluded from the Grievance Procedure:

- (a) Any matter which, according to law, is beyond the scope of the authority of the Town or limited to the unilateral action of the Town alone.
- (b) Any grievance for which the grievant or organization representing such grievant has not in writing waived the right, if any, to submit the grievance to any other administrative or judicial tribunal.

Section 12.03 Any and all time limits in the grievance procedure may be waived by mutual agreement of the parties. Failure by the employee to submit the grievance in accordance with these time limits without such waiver shall constitute an abandonment of the grievance. Failure by the Town to submit a reply within the specified time limits shall entitle the employee to proceed to the next level of the grievance procedure.

Section 12.04 No reprisals of any kind will be taken by the Town or employees against any party in interest or other participant in the grievance procedure.

Section 12.05 An individual member of the bargaining unit may present an oral grievance to his Officer in Charge without the intervention of the exclusive representative. Until a grievance is reduced to writing, the Union shall be excluded from a hearing if the employee so requests; but any resolution of the grievance shall not be inconsistent with the terms of this agreement.

Section 12.06 PROCEDURE

- (a) Any employee who has a grievance shall submit it first in writing to the Department Head in an attempt to resolve the matter. The grievance must:
- (b) the time and place of the action being grieved; the nature of the grievance;
- (d) the language of this agreement which has allegedly been violated or misapplied; the specific injury or loss which is claimed; the remedy sought. (i) The Department Head shall hold a hearing within seven (7) business days of receipt of the written grievance and shall render a

decision no later than fourteen (14) business days following the receipt of the written grievance.

- (ii) If the grievance is not resolved to the grievant's satisfaction Section 12.06 (a), an appeal must be filed with the Select Board in writing within seven (7) business days of the receipt of the decision at Section 12.06 (a). All documentation presented at Section 12.06 (a), along with Section 12.06 (a) decision, shall accompany the appeal to the Select Board. The Select Board shall hold a hearing within thirty (30) days of receipt of the appeal from Section 12.06 (a) and shall render a written decision no later than fifteen (15) days following the hearing.
- (iii) If the grievance is not resolved to the grievant's satisfaction in Section 12.06 (b), prior to proceeding to Arbitration the parties agree to utilize the Federal Mediation and Conciliation Service.

Article XIII.

DELETED ARTICLE - GRIEVANCE MEDIATION

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Article XIV. **ARBITRATION**

Section 14.01 This arbitration of grievances agreement shall be subject to the provisions of Chapter 542.

Section 14.02 If the decision of the Select Board does not resolve the grievance, the Union shall have the sole right to appeal that decision and the matter shall be submitted to arbitration providing the Union notifies

Section 14.03 The Select Board of such request within ten (10) days of receipt by the Union of the Board's decision. The following procedure shall be used to secure the services of an arbitrator.

Section 14.04 The parties will attempt to agree upon a mutually satisfactory third party to serve as arbitrator. If no agreement is reached within ten (10) days following the date the request for arbitration was received by the Board, the Public Employees Labor Relations Board will be notified by either or both parties and requested to submit a roster of persons qualified to function as an arbitrator.

Section 14.05 If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they shall request the Public Employees Labor Relations Board to submit a second roster of names.

Section 14.06 If the parties are unable to determine a mutually satisfactory arbitrator from the second list, the Public Employees Labor Relations Board may be requested by either party to designate an arbitrator.

Section 14.07 The decision of the Arbitrator shall be final and binding.

Section 14.08 The costs for the services of the Arbitrator, including per diem, expenses if any and actual and necessary travel and meals, shall be borne equally by the Town and the Union.

Section 14.09 **JURISDICTION OF THE ARBITRATOR**

(a) The jurisdiction of the Arbitrator shall be limited to the determination of grievances which involve an alleged violation of a specific Article and Section of this Agreement and which have been properly filed, processed and referred to the Arbitrator. If a party asserts that a particular grievance fails to meet the tests of arbitrability, the Arbitrator shall proceed to decide such issue before proceeding to hear the case upon the merits. If the grievance concerns matters not subject to Arbitration, the Arbitrator shall return the grievance and all documents relating, thereto, to the parties without decision.

(b) At the time of the Arbitration Hearing, both the Town and the Union shall have the right to call any employee as a witness and to examine and cross examine witnesses. Each party shall be responsible for the expenses of the witness that they may call. .

(c) The arbitrator will render his decision within thirty (30) days from the date the hearing is closed or the date that the parties submit their briefs, whichever date is later.

Article XV.

SCHEDULE OF HOURS

Section 15.01 All current positions shall be scheduled to an average of forty-two (42) hours per week in an eight (8) week cycle and the tour of duty shall constitute one (1) twenty four (24) hour work shift, followed by one (1) twenty four (24) hour rest period, followed by one (1) twenty four (24) hour work shift, followed by five (5) twenty four (24) rest period.

Article XVI. **NEW POSITIONS**

Section 16.01 Additional positions created by management shall be exempt from the schedule of hours governing work shifts for current positions as of July 1, 2003.

Article XVII. **OVERTIME**

- Section 17.01 Extra work periods of overtime should be equalized among the employees in the group engaged in similar work, as far as practicable. Information concerning equalization of hours status will be openly displayed in the department in such manner that the employees involved may check their standing.
- Section 17.02 Overtime will be offered on a rotating basis within job classifications. Overtime will be distributed as equitably as possible with the understanding that employees who turn down overtime will lose any right to dispute the equitableness of the overtime. Overtime for paramedic coverage may be offered exclusively to paramedics provided there are a minimum of three (3) paramedics on staff.
- Section 17.03 Employees shall be paid one and one half (1 ½) times their regular hourly rate of pay for all hours worked in excess of the employee's normal tour of duty, which is defined as a forty two (42) hour per week average over an eight (8) week cycle. For the purposes of this section, the use of sick leave during the pay period will not count as hours worked for overtime computational purposes, whereas compensated vacation hours paid during the pay period will be counted for overtime computational purposes.
- Section 17.04 Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.
- Section 17.05 It is understood by the parties that part time personnel may be used when full time personnel are not available.

Article XVIII. **CALL BACK**

Section 18.01 Employees called back to work after having completed their regular shift (s) shall receive a minimum of one and one half (1 ½) hours at time and one-half.

Article XIX.

SWAP POLICY

Section 19.01 Union members will be granted unlimited swap time subject to the approval of the Fire Chief or his designee. However no more than one (1) shift per rotation may be taken. The swap shall not impose any additional cost to the Town. Persons must be qualified to fill in for the position to be swapped. Swaps of less than two (2) hours do not require paperwork, but do require approval from the shift supervisor and a log entry.

Article XX. **VACATION**

Section 20.01 After an employee has been employed for one year, he/she shall become eligible for an annual vacation as follows:

- (a) After one year through five years of continuous service – 96 hours (8 work units)
- (b) Year six through ten of continuous service – 144 hours (12 work units)
- (c) After the completion of ten (10) years of continuous service - 144 hours (12 units) plus one work unit for each year after ten years of continuous service up to a maximum of 30 work units.

Employees who are accruing more than thirty (30) work units per year as of July 1, 2015 will be frozen at their current accrual rate.

Section 20.02 For the purpose of clarification, a shift is defined as a twenty four (24) hour work period and a work unit is defined as a twelve (12) hour work period or ½ shift.

Section 20.03 Vacation time will be earned on a fiscal year basis (July 1 – June 30). An employee who is hired after July 1 will accrue prorated vacation on his/her first anniversary date and will thereafter accrue vacation on July 1 of each year.

Section 20.04 Vacation may not be carried over from one year to the next, except when the employee's anniversary date falls in the last quarter of the fiscal year. Then it may be carried for a maximum of thirty (30) days. Employees may cash in unused vacation time at the end of each year. The employee must notify the Department Head in writing no later than May 15 and must indicate the number of hours desired to be cashed in. Once an employee provides such notice, those hours will not be available for the employee's use, except in extenuating circumstances and with the approval of the Chief. Payment shall be made at the employee's current straight time hourly rate in the last pay period in June.

Section 20.05 Requests for vacation time must be submitted for approval to allow ample time for scheduling coverage. Management reserves the right to decline a vacation request during the second half of the fiscal year, due to budgetary constraints, which shall not be determined in an arbitrary or capricious manner, if such vacation request would result in two (2) or more employees from the same shift being on vacation at the same time. In such case, the employee with the most seniority will be given preference. Fourteen (14) days advance notice is required for any request of two (2) shifts or more. Four (4) days advance notice is required for any request of one shift. Any request for time off with less than the required notice must be submitted with coverage. Vacation requests may not be submitted for Thanksgiving Day or Christmas Day or the preceding, or following other day, unless the employee has secured their coverage.

Section 20.06 Approved vacation time will not be thereafter cancelled or changed without the mutual consent of the Town and the employee. However, emergency situations may result in deviation from this provision. Employees must use vacation in increments equal to the

time allotted. An available vacation shift may not be exchanged for a shift of a different time allotment.

Section 20.07 The rate of vacation pay shall be the employee's regular straight time hourly rate of pay in effect for the employee's regular job at the time vacation is taken.

Section 20.08 Employees who are going on vacation may receive their payroll check in advance provided they submit a written request to the payroll department at least fourteen (14) days in advance.

Section 20.09 Any employee who is laid off, resigns, retires, or is otherwise separated from the service of the Town, shall receive vacation pay for all accrued vacation upon their separation from employment with the Town. The amount of payment for all unused vacation shall be calculated based upon the employee's regular straight time hourly rate of pay in effect for the employee's regular job on the last week day of the employee's employment.

Article XXI. **HOLIDAYS**

Section 21.01 The following days shall be considered paid holidays:

- (a) New Year's Day
- (b) Martin Luther King Jr./Civil Rights Day
- (c) Washington's Birthday
- (d) Memorial Day
- (e) Independence Day
- (f) Labor Day
- (g) Columbus Day
- (h) Veteran's Day
- (i) Thanksgiving Day
- (j) Christmas Day

Section 21.02 In lieu of payment for each holiday, all employees covered by this section, shall receive two (2) additional weeks pay in two (2) separate checks made payable, one of the first pay day in June, and the other on the first pay day of December, whether the employee has worked the holidays or not. The June payment covers New Year's Day, Martin Luther King Jr./Civil Rights Day, Washington's Birthday, Memorial Day and Christmas Day. The December payment covers Independence Day, Labor Day, Columbus Day, Veteran's Day and Thanksgiving Day.

Section 21.03 If an employee leaves the employment of the Town prior to the payment of the holiday pay, he will receive a pro rate share of said holiday pay for each full month worked.

Section 21.04 Employees who are absent from work on the holiday for an unauthorized reason shall forfeit pay for the holiday.

Section 21.05 In addition to the holiday pay listed above, any permanent full-time employee who works a Major Holiday will be paid one and one-half their regular hourly rate for all hours worked on a shift beginning on the holiday. Payment will be included in the payroll for the pay period in which the holiday occurs. The following holidays will be considered "Major Holidays":

Effective July 1, 2024: Thanksgiving Day and Christmas Day.

Effective July 1, 2025: New Year's Day, Memorial Day, Independence Day

Article XXII. **SICK LEAVE**

- Section 22.01 Sick leave is considered to be an emergency fringe benefit used only when needed. All permanent employees shall accrue sick leave at the rate of one (1) unit per month for a total of twelve (12) units per year for each month of service from the date of probationary appointment. Employees hired after the 20th of the month are not eligible for sick leave until the following month. Time lost for reasons of leave or absence without pay or time otherwise not worked shall not be considered in computing earned allowances of leave. Sick leave may be carried over from year to year to the maximum of 45 shifts.
- Section 22.02 In order to be paid for sick leave, an employee must notify his/her immediate supervisor or department head of his absence at least two and one half (2 ½) hours before the start of the regular work day, unless physically unable. Illness for which sick leave may be granted is defined as actual personal illness or bodily injury to the employee.
- Section 22.03 Sick leave will be paid at the employee's base rate of pay. An employee on paid sick leave shall not receive pay for a holiday when the employee is on paid sick leave. An employee returning from sick leave which exceeds two (2) consecutive shifts may be required to supply a doctor's statement certifying that the employee is in good health.
- Section 22.04 Upon retirement provided the employee has 20 years' service under the N.H. Retirement System, or retirement due to a job related injury, or upon the death of an employee to his/her designated beneficiary or estate, a payment not to exceed fifty percent (50%) of the accrued units to a maximum of 540 hours will be paid at a rate of the employees weekly salary divided by five (5) days at a rate of eight (8) hours per day.
- Section 22.05 Each employee shall donate two (2) units per year of accrued sick leave to a Sick Leave Bank until the Bank reaches a maximum of sixty (60) units. If the number of sick days in the Bank subsequently falls below thirty (30) units, each employee will be required to donate one (1) unit per year until the Bank reaches the maximum accumulation. Sick leave units donated to the bank shall not be counted as units used under Article 22.06. An employee who has exhausted all his/her sick leave due to a catastrophic illness or injury may apply to use sick leave from the Sick Leave Bank, up to a maximum of twenty-three (23) shifts or until the employee becomes eligible for Long Term Disability Insurance, whichever comes first. The parties shall appoint a committee comprised of two (2) employees appointed by the Union and two (2) Board appointees to administer the Sick Bank. The committee must approve applications by a majority vote. The Committee's decision regarding eligibility shall be final and shall not be subject to the Grievance Procedure.
- Section 22.06 An employee who has used less than six (6) units of sick leave in a fiscal year shall be entitled to a buy back of one-half of the unused sick leave units time accrued during that year, to be paid at his /her current straight time hourly rate. The employee must notify the Department Head in writing no later than May 15 and must indicate the number of units desired to be bought back. Payment shall be made in the last pay period in June. Employees whose employment with the Town is terminated for any reason prior to the last pay period in June shall not be entitled to any sick leave buy back. If an employee who receives a sick leave buy back uses sick time during the balance of the fiscal year which would have affected his/her entitlement to the buy back, he or she shall have the option of either repaying the buy back to the Town or having his/her sick leave usage count toward the following year's usage.

Article XXIII. **BEREAVEMENT LEAVE**

Section 23.01 When death occurs in an immediate family as defined below, the employee, on request will be excused for any of one two (2) twenty-four (24) hour shifts between the date of death and the date of the funeral inclusive. The immediate family is defined as including the employee's spouse, mother, father, children, brother, sister, father-in-law, and mother-in-law.

Section 23.02 An employee shall be granted, upon request, bereavement leave at full pay for one (1) twenty-four hour shift or two (2) twelve (12) hour units for the purpose of attending the funeral of a grandchild, grandparent, brother-in-law, sister-in-law, aunt or uncle.

Article XXIV. **MILITARY LEAVE**

Section 24.01 An employee with one or more years seniority who is called to and performs short term annual active duty for training as a member of the United States Armed Forces Reserve or National Guard, shall be paid as provided herein for days spent performing such duty provided the employee would not otherwise be on layoff or leave of absence.

Section 24.02 In order to receive payment under this paragraph, an employee must give the Town prior notice of such military duty and upon his/her return to work, furnish the Town with a statement of the military pay received for performing such duty. Payment under this paragraph is limited to a maximum of ten (10) working days in a calendar year, although additional days may be granted at the discretion of the Town. It is agreed that the decision to approve or not approve additional days shall not be subject to the Grievance Procedures in Article XII. In computing the pay due the employee, if any, payment will reflect the difference between the employee's regular weekly wages (based on straight time) and the military pay received for the week. The intent of this provision is to assure that employees will not suffer any loss of pay due to nor profit from military service. For example, if an employee's regular weekly wage is \$1000 and the weekly military pay was \$500, the Town would pay the employee \$500.

Article XXV. **JURY DUTY**

Section 25.01 An employee with one or more year's seniority who is summoned and reports for jury duty as prescribed by applicable law, shall be paid by the Town an amount equal to the difference between the amount of wages the employee otherwise would have earned by working during straight time hours for the town on that day and the daily jury duty fee paid by the court or agency (not including travel allowances or reimbursement of expenses) for each day on which he otherwise would have been scheduled to work for the Town.

Section 25.02 In order to receive payment, an employee must give the Town prior notice that he has been summoned for jury duty and must furnish satisfactory evidence that he reported for or performed jury duty on the days for which he claims such payment. The provisions of this section are not applicable to an employee who without being summoned, volunteers for jury duty.

Article XXVI. **LEAVE OF ABSENCE WITHOUT PAY**

Section 26.01 Requests for a leave of absence without pay must be made in writing to the Department Head. Granting of such leave will be based upon the recommendation of the Department Head and subject to the approval of the Select Board.

Article XXVII. **WORKERS COMPENSATION**

Section 27.01 The Town will provide Worker's Compensation coverage and benefits as prescribed by and to the extent required by New Hampshire law. Employees may use sixty percent (60%) of accumulated sick leave until Worker's Compensation benefits become effective. Sick leave payments may be repaid by the employee once Worker's Compensation benefits are effective.

Section 27.02 An employee who is receiving workers' compensation benefits may use accrued sick time to make up the difference between his or her regular base pay and the amount of workers' compensation payment.

Article XXVIII. **SENIORITY**

Section 28.01 Accrual: For purposes of promotion, vacation, and other benefits and employee's seniority shall be equal to his years of service or employment with the Town in a position covered by this Agreement unbroken by any of the reasons for termination of seniority specified in Section 3 below.

Section 28.02 Ability to perform work: Ability to perform the job or work as used in this Article means the employee is capable of performing the work of the job in a satisfactory manner subject to concurrence by the Department Head.

Section 28.03 Termination of Seniority: Seniority for all purposes shall be terminated for any of the following reasons:

- (a) Voluntary quit
- (b) Discharge for just cause
- (c) Failure to report for work in accordance with the provisions of a recall notice
- (d) Absence for two (2) consecutive working days without properly notifying the town
- (e) Failure to be recalled from layoff or return to work due to any non-occupational connected illness or accident for a period of twelve (12) months.
- (f) Retirement

Section 28.04 Employees Entering Bargaining Unit:

- (a) All employees entering the bargaining unit covered by the Agreement from any other department of the Town will serve a probationary period and will be considered as new employees.

Section 28.05 Seniority List: The Town shall establish and post a seniority list once each year in January. The seniority list will contain both classification and department seniority for each eligible employee. The employee with the greatest seniority shall be listed first. Any objections to the seniority list, as posted amended, must be reported to the Department Head within fourteen (14) calendar days from the date of posting or amendment or it shall stand as accepted and shall take full force and effect.

Section 28.06 Application of Seniority (lay off recall): With respect to layoff and recall continuous service will be applicable providing the employee is capable of performing the work in a satisfactory manner. Employees shall be recalled in the reverse order in which they were laid off. A person who is laid off shall maintain his seniority for twelve (12) months. Employees who are eligible for recall shall be sent a recall notice by certified or registered mail and the employee must notify the Department Head within three (3) business days after receiving notice of recall of his intention to return to work. The Town shall be deemed to have fulfilled its obligations by mailing the recall notice by registered mail, return receipt requested, to the mailing address provided by the employee, it being the obligation and responsibility of the employee to provide the Department Head with their

latest mailing address. In any event the employee must return to work within two (2) weeks of the date specified.

Section 28.07 Promotions and Transfers:

- (a) The department reserves and shall have to right to make promotions and transfers.
- (b) Jobs to be filled through promotion shall be posted on the department bulletin board for a period of five (5) working days.
- (c) Whenever possible, promotions shall be made from the ranks of qualified regular employees who are employed by the department.
- (d) Job posting shall include job specifications (where available) rate of pay, job location, and also if it is a permanent job with rating.
- (e) The above procedure shall be followed in all permanent promotions and transfers.
- (f) An employee who meets the minimum qualifications and is promoted to a higher level shall be placed in a probationary status not to exceed six (6) months in the higher position. The employee shall periodically be evaluated to determine if he/she is performing the job in a satisfactory manner. If an employee is not found to perform satisfactorily the higher level duties during the probationary period, then he/she shall be reduced in status to the same classification, pay grade and pay step as he/she had obtained prior to promotion.

Section 28.08 Non-Application of Seniority Rights within Classification:

- (a) Seniority does not give employees any preference for particular types of work within their job Classifications or to places of work or equipment.

Section 28.09 Probationary Period:

All newly hired employees shall serve a probationary period of twelve (12) months. This probationary period shall be considered a trial period to permit the Town to determine a new employee's fitness and adaptability for the work required, subject to a unilateral extension by the town. During such probationary period, the employee shall not be subject to the provisions of this Agreement.

- (a) Following the completion of the required probationary period, the employee will be placed on Step 1 of the Wage Scale, except as provided herein.
- (b) Up to six (6) months of service credit may be given for an experienced Firefighter transferring from another municipal fire department at the time of employment. The employee shall be eligible for a step increase upon completion of their probationary period and annually thereafter. Lateral transfers may be placed on the pay scale depending on their certifications and years of service with a full-time professional fire department, but no greater than the fourth (4) step of Appendix A. At no time shall a newly hired lateral transfer be paid greater than an incumbent employee with the same

years of service. Either party may discontinue this provision for legitimate reasons within ninety (90) days notice to the other party before the termination of this contract. Neither party may require a discontinuance for arbitrary and capricious reasons.

- (c) In the event that the person gained this position as the result of a promotion, they shall be governed by the provisions of this Agreement.
- (d) Any rehired employee who has already served a probationary period shall not be required to serve another probationary period unless they were hired after loss of seniority.
- (e) During the probationary period, the probationary employee may be discharged at the sole discretion of the Town and neither the reason nor the discharge may be the subject of a grievance.

Article XXIX. **WAGES**

Section 29.01 On July 1, 2024 the wage scale system contained in Appendix A shall become effective.

The parties have agreed to institute a new pay schedule effective July 1, 2024. The placement of the incumbent employees is provided in Appendix B. New employees will be placed on the pay schedule in accordance with Article 28.09.

On the employee's anniversary date of each year of this Agreement, employees will move up on step on the salary scale contained in Appendix A.

On July 1 of each year of this Agreement, the cost-of-living adjustment ("COLA") for covered employees shall be determined based on the May Consumer Price Index ("CPI") for the Portsmouth, NH area. Employees will receive a minimum of 1% and a maximum of 4% COLA adjustment. A copy of the relevant 2023 CPI Index is attached as Appendix C.

Section 29.02 Employees who obtain the following certifications shall receive an increase in their base pay up to a total (cumulative) amount of 3%:

Fire Inspector - 1%
HAZMAT Technician - 2%
Level III Technician Course - 1%
CPR/AED First Aid Instructor - 1%*

*The CPR/First Aid Instructor position shall be capped at 4 members. If there is a vacancy, the Chief will have the discretion to designate which member will be eligible for this stipend.

The increase will begin on the first pay period after the employee submits proof of certification.

Article XXX. **TEMPORARY SERVICE OUT OF RANK**

Section 30.01 All employees working in a Temporary Service Out of Rank role will be compensated for the role they are filling, at the appropriate step immediately upon assuming said role and for as long as they are in the role.

Section 30.02 When an employee working in the TSOR capacity is promoted to the rank in which they were working, their promotion date for seniority and step raises will be from the date they assumed the TSOR role.

Article XXXI. **HEALTH INSURANCE**

Section 31.01 The health insurance provided for herein shall be provided through a self-insured plan or under group insurance policy or policies issued by an insurance company or insurance companies selected by the Town. "Insurance companies" include regular line insurance companies and nonprofit organizations providing hospital, surgical or medical benefits. If these benefits are provided through an insurance company, all benefits are subject to the provisions of the policies between the Town and the insurance company. Notwithstanding any such changes in insurance companies, the level of benefits shall remain substantially the same.

Section 31.02 Effective July 1, 2024, the only Health Insurance program offered by the Town to employees covered by this Agreement, except retirees, shall be:

Access Blue High Deductible:

Premium Contributions:

Effective July 1, 2024: Town 90% Employee 10%

Health Savings Accounts*

On July 1 of each year of this Agreement, the Town will make the following contributions to the HSA accounts of members currently enrolled in health insurance through the Town:

\$4000 for Family and Two Person Plans

\$2000 for Single Plans

Should Anthem Blue Cross change the plan year both parties agree to meet to discuss how this will affect the HSA fulfillment and try to find a mutual solution. Every attempt should be made to line up HSA fulfillment with plan renewal dates.

The Town agrees to fund an HRA plan for each employee to cover out of pocket expenses up to the maximum plan deductible amounts of \$6,550 for a single person and \$13,100 for two person and family plans. It is understood by the parties that HRA funds will be available only after out-of-pocket expenditures of the employee total \$2,500 for a single plan and \$5,000 for a family plan in the contract year.

Town contributions to the HSA and HRA plans will continue each year and will be considered in an evergreen status and the Town will provide the funding and/or legally adequate funding notice for this cost item.

The Town also agrees to continue offering the existing Lumenos plan to retirees.

Section 31.03 The Town agrees to pay medical and dental insurance so as not to create a lapse in the employee's coverage for up to the first six months of a long term disability. The employee agrees to pay his retirement so a lapse in service does not occur.

Section 31.04 An employee who has health insurance coverage from a source other than the Town may elect to "opt out" of this benefit and receive a stipend listed below, based on the total number of bargaining unit members who elect to opt out, for the Health Plan coverage premium (single, two person, family) under which he/she had been covered and/or was eligible as of July 1 of the previous fiscal year:

If three (3) or less bargaining unit members elect to opt out:

Single Plan:	\$3,000
Two Person:	\$6,000
Family:	\$9,000

If four (4) or more bargaining unit members elect to opt out:

Single Plan:	\$6,000
Two Person:	\$13,500
Family:	\$17,500

This annual stipend shall be prorated and paid in weekly installments.

Section 31.05 To the extent permitted by the insurance carrier, any health insurance plan offered to other non-union employees of the Town shall be available to members of the bargaining unit on the same terms and conditions as are offered to the other non-union employees.

Section 31.06 The health insurance provided for herein shall be provided through a self-insured plan or under group insurance policy or policies issued by an insurance company or insurance companies selected by the Town. "Insurance companies" include regular line insurance companies and nonprofit organizations providing hospital, surgical or medical benefits. If these benefits are provided through an insurance company, all benefits are subject to the provisions of the policies between the Town and the insurance company. Notwithstanding any such changes in insurance companies, the level of benefits shall remain substantially the same.

Article XXXII. **DENTAL**

Section 32.01 The Town will provide dental insurance with the Town contributing 90% of the applicable monthly premium (individual, 2 person, family) and the employee contributing 10% of the applicable monthly premium.

Section 32.02 An employee may elect to “opt out” of this (Dental Insurance) benefit and receive a stipend of twenty percent (20%) of the Town’s share of the dental premium (single, two person, family) under which he/she had been covered or was eligible as of July 1 of the previous year. This annual stipend shall be prorated and paid in weekly installments.

Section 32.03 For those employees who opt out of the Medical Coverage offered by the Town but who wish to maintain coverage under the Town’s Dental Plan, they may do so provided that the premiums for such coverage is as follows:

Town = 80% Employee = 20%

Article XXXIII. **DISABILITY**

Section 33.01 The Town will provide long term disability insurance to eligible full time employees covered by this Agreement. Said insurance commences twenty three (23) shifts after an employee begins sick leave and may continue for a maximum of two years. Benefits payable under this policy amount to two thirds (2/3) of an employee's base salary. Disability insurance is not payable if an employee is receiving retirement benefits or Worker's Compensation benefits. The Town (Select Board) reserves the right to determine the amount and type of insurance being offered and the selection of the carrier.

Section 33.02 An employee who is receiving long term disability benefits may use accrued sick time to make up the difference between his or her regular base pay and the amount of long term disability benefits.

Section 33.03 The Town agrees to provide each employee with a short-term disability policy (may be self-insured) to provide coverage for the first ninety (90) days of disability. Said coverage shall become effective only after the employee has exhausted all of their accrued and annual sick leave.

Article XXXIV. **GROUP TERM LIFE INSURANCE**

Section 34.01 During the term of this Agreement the Town shall pay the premium for a group term life insurance policy in the amount equal to the annual base pay for eligible employees covered by this Agreement.

Section 34.02 The Town reserves the right to provide this life insurance through a self-insured plan or under a group insurance policy or policies issued by an insurance company (s) selected by the Town.

Article XXXV. **TERMS OF INSURANCE POLICY TO GOVERN**

Section 35.01 The extent of coverage under the insurance policies (including HMO and self-insured plans) referred to in this Agreement shall be governed by the terms and conditions set forth in said policies or plans. Any questions or disputes concerning said insurance policies or plans or benefits hereunder shall be resolved in accordance with the terms and conditions set forth in said policies or plans and shall not be subject to the grievance and arbitration procedure set forth in this Agreement. The failure of any insurance carrier (s) or plan administrator (s) to provide any benefit for which it is contracted or is obligated shall result in no liability to the Town, nor shall such failure be considered a breach by the Town of any obligation undertaken under this or any other agreement. Nothing in this Agreement shall be construed to relieve any insurance carrier (s) or plan administrator (s) from any liability it may have to the Town, employee or beneficiary of any employee.

Article XXXVI. **UNIFORM ALLOWANCE**

Section 36.01 The Town agrees to credit \$900.00 per employee, per year for the purposes of maintaining uniforms via the existing quartermaster system. All turnout gear shall be NFPA and OSHA approved and all turnout gear and other equipment required to be worn by the employee shall be provided and maintained solely at the Town's expense. The Town shall furnish and maintain two sets of full turnout gear for each full time employee. To better address the cash flow needs of the town, all costs for uniform allowance shall be submitted by May 15.

Section 36.02 All Fire Personnel covered by this Agreement shall wear the "uniform of the day" designated by the Chief at his sole and absolute discretion.

Unless otherwise authorized, the standard "uniform of the day" shall be Polo shirts bearing only identification patches, wording, insignia, etc. referencing the Town of North Hampton Fire Department.

Polo shirts, unless specifically exempted by the Fire Chief shall be worn during regular "business hours" (0800 hours to 1600 hours), other department visitation, inspections, public training or education or during any contact with the general public.

Cotton "T" shirts, bearing only identification, patches, wording, insignia, etc. referencing the Town of North Hampton Fire Department may be worn nights (1601 hours to 0759 hours) and on weekends (Saturday and Sunday).

Article XXXVII. **UNION REPRESENTATIVE**

Section 37.01 The Town agrees to recognize one Union Representative and one Alternate Union Representative to cover in his/her absence. If a situation should arise which threatens to disrupt the workplace when the Union Representative is on duty, the Employer will attempt to release the Union Representative as soon as practical to investigate the matter without loss of pay. If a settlement cannot be reached, the Representative shall report it by telephone to the International Representative. If the issue still cannot be settled, the Representative shall reduce any resulting grievance to writing and submit it in accordance with grievance procedures.

Article XXXVIII. **BULLETIN BOARDS**

Section 38.01 The Town shall provide space for Union bulletins at places and locations where notices are usually posted by the Department for employees to read. All notices posted on such boards shall be on Union stationery signed by an official of the Union, and shall only be used to notify employees of matters pertaining to Union affairs. The notices may remain posted for a reasonable period of time. Not material shall be posted which is inflammatory, profane, obscene, or defamatory to the Department, the Town or their representatives, or which constitutes election campaign material for or against any person, organization or faction thereof.

Article XXXIX. **ENTIRE AGREEMENT**

Section 39.01 The parties acknowledge that during the negotiations which resulted in this Agreement, each had unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Town and the Union for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to, or covered in this Agreement even though such subjects or matters may not have been within the knowledge of contemplation of either or both of the parties at the time they negotiated or signed this Agreement. This Agreement may only be amended during its term by the parties' mutual agreement in writing.

Section 39.02 This Agreement supersedes and cancels all prior practices and agreements, whether written or oral unless expressly stated to the contrary herein, and together with any letters of understanding executed concurrently (or after) with the Agreement constitutes the complete and entire agreement between the parties, and concludes collective bargaining (except as provided for in the grievance procedure for its term.)

Article XL.

SAVINGS

Section 40.01 If any provision of the Agreement is subsequently declared by legislative or judicial authority to be unlawful, unenforceable, or not in occurrence with applicable statutes, laws, ordinances and regulations of the United States of America and the State of New Hampshire, all other provisions of the Agreement shall remain in full force and effect for the duration of this Agreement and the parties shall meet as soon as possible to agree on substitute provisions. However, if parties are unable to agree within thirty (30) days following commencement of the initial meeting, then the matter shall be posted until contract negotiations are reopened.

Article XLI. **PARAMEDIC PROGRAM**

Section 41.01 The Town may offer paramedic training to any member of the bargaining unit at the Town's expense. If an employee is selected and agrees to participate in the paramedic training program, he/she agrees to remain employed by the North Hampton Fire Department for a period of thirty-six (36) months following completion of the training. If he/she leaves employment with the Department for any reason prior to the expiration of thirty-six (36) months, he/she agrees to repay the Town for the cost of the training program prorated for each month of the thirty-six months not completed.

Article XLII. **START TEAM**

Section 42.01 Any member covered by this Agreement who voluntarily joins and agrees to participate in the Seacoast Technical Assistance Response Team (S.T.A.R.T) shall be covered by all of the terms and conditions of this Agreement including the individual side bar Agreements attached as appendices.

Section 42.02 Any member covered by this Agreement required to perform the duties of S.T.A.R.T. shall have two dollars and fifty cents (\$2.50) added to the employee's regular base hourly rate of pay for each hour of time required to fulfill said obligations. Further, any member required during S.T.A.R.T. emergency operations to work more than twelve (12) consecutive hours shall be entitled to the next shift off without loss of pay or benefits. Any member required to wear any level hazardous material suit during S.T.A.R.T. emergency operations shall also be entitled to the next shift off without loss of pay or benefits.

Article XLIII. **PROFESSIONAL LEAVE**

Section 43.01 Full time employees covered by this Agreement shall be allowed up to twelve (12) hours of professional leave annually at the discretion of the Chief based upon budget considerations. Said Leave shall be for the purpose of attending classes and seminars that will enhance the individuals' knowledge of their position and/or advancement. This leave can be taken as time off or used to attend classes on an employee's day off. Employees that are off duty shall be covered by the provisions of this contract. The professional leave and attendance at the aforementioned classes must have prior approval of the Fire Chief or their designee.

For the purposes of this article, a year will be defined as July 1 thru June 30 of the following calendar year.

Section 43.02 All full-time employees are eligible for this article; probationary employees will not be subject to this article.

Section 43.03 A list of available hours will be maintained and available to employees.

Article XLIV. **LONGEVITY PAY**

Section 44.01 Commencing in the fifth year of continuous service with the Town, covered employees shall be eligible to receive an annual longevity stipend.

(a) Employees with 5 to 9 years of continuous service shall receive a longevity stipend of \$500 per year.

(b) Employees with 10 to 14 years of continuous service shall receive a longevity stipend of \$1,000 per year.

(c) Employees with 15 years or more of continuous service shall receive a longevity stipend of \$1,500 per year.

The calculation of continuous service for the purpose of determining eligibility for the longevity stipend shall commence from the employee's hire date and shall include any recognized breaks in service.

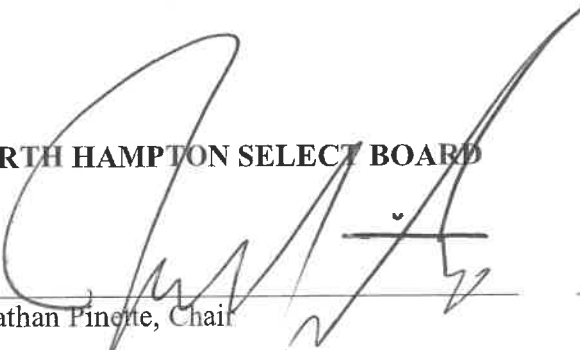
The longevity stipend shall be paid annually in July, beginning in the calendar year following the completion of the requisite years of service.


Article XLV. **DURATION OF AGREEMENT**

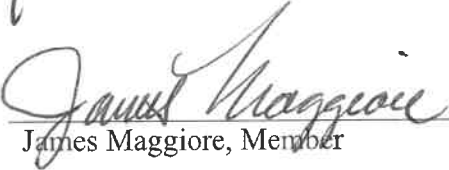
Section 45.01 This agreement shall be effective as of July 1, 2024 and shall remain in full force and effect until June 30, 2027.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seal this ~~23~~ day of ~~January~~, 2024.
June


NORTH HAMPTON SELECT BOARD


Jonathan Pinote, Chair

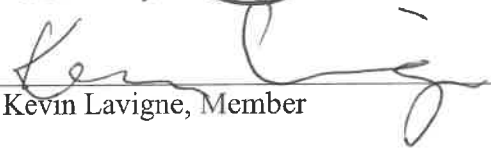

James Sununu, Vice Chair


James Maggiore, Member

**PROFESSIONAL FIREFIGHTERS OF
NORTH HAMPTON LOCAL 3211**


Martin Tavitian, ~~Local~~ President


Steve Milata, Member


Kevin Lavigne, Member

APPENDIX A - 2024 WAGE SCALE
Step 1 or higher achieved on completion of probation.

	2024	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FF/EMT	\$	27.74	28.09	28.44	28.79	29.15	29.52	29.89	30.26	30.64	31.02	31.41	31.80	32.20	32.60	33.01
	\$	1,155.08	1,179.64	1,194.39	1,209.32	1,224.43	1,239.74	1,255.23	1,270.92	1,286.81	1,302.90	1,319.18	1,335.67	1,352.37	1,369.27	1,386.39
	\$	60,584	61,341	62,108	62,884	63,670	64,466	65,272	66,088	66,914	67,751	68,597	69,455	70,323	71,202	72,092
FF/EAMT	\$	28.85	29.21	29.58	29.94	30.32	30.70	31.08	31.47	31.86	32.26	32.67	33.07	33.49	33.91	34.33
	\$	1,211.68	1,226.83	1,242.16	1,257.69	1,273.41	1,289.33	1,305.44	1,321.76	1,338.28	1,355.01	1,371.95	1,389.10	1,406.46	1,424.04	1,441.84
	\$	63,007	63,795	64,592	65,400	66,217	67,045	67,883	68,732	69,591	70,461	71,341	72,233	73,136	74,050	74,976
FF/Paramedic	\$	29.96	30.33	30.71	31.10	31.49	31.88	32.28	32.68	33.09	33.50	33.92	34.35	34.78	35.21	35.65
	\$	1,258.28	1,274.01	1,289.94	1,306.06	1,322.39	1,338.92	1,355.65	1,372.60	1,389.76	1,407.13	1,424.72	1,442.53	1,460.56	1,478.81	1,497.30
	\$	65,431	66,249	67,077	67,915	68,764	69,624	70,494	71,375	72,267	73,171	74,085	75,011	75,949	76,899	77,860
LT/EMT	\$	33.08	33.49	33.91	34.34	34.77	35.20	35.64	36.09	36.54	36.99	37.46	37.92	38.40	38.88	39.36
	\$	1,389.40	1,406.77	1,424.36	1,442.16	1,460.19	1,478.44	1,496.92	1,515.63	1,534.58	1,553.76	1,573.18	1,592.85	1,612.76	1,632.92	1,653.33
	\$	72,249	73,152	74,067	74,992	75,930	76,879	77,840	78,813	79,798	80,795	81,805	82,828	83,863	84,912	85,973
LT/AEMT	\$	34.40	34.83	35.27	35.71	36.16	36.61	37.07	37.53	38.00	38.47	38.95	39.44	39.93	40.43	40.94
	\$	1,444.98	1,463.04	1,481.33	1,499.85	1,518.59	1,537.58	1,556.80	1,576.26	1,595.96	1,615.91	1,636.11	1,656.56	1,677.27	1,698.23	1,719.46
	\$	75,139	76,078	77,029	77,992	78,967	79,954	80,953	81,965	82,990	84,027	85,078	86,141	87,218	88,308	89,412
LT/Paramedic	\$	35.73	36.17	36.63	37.08	37.55	38.02	38.49	38.97	39.46	39.95	40.45	40.96	41.47	41.99	42.51
	\$	1,500.56	1,519.31	1,538.30	1,557.53	1,577.00	1,596.72	1,616.67	1,636.88	1,657.34	1,678.06	1,699.04	1,720.27	1,741.78	1,763.55	1,785.59
	\$	78,029	79,004	79,992	80,992	82,004	83,029	84,067	85,118	86,182	87,259	88,350	89,454	90,572	91,705	92,851

APPENDIX B
Placement on Appendix A as of July 1, 2024

Member	Rank	Placement
Henry	Lieutenant	11
Tavitian	Lieutenant	9
Taber	Lieutenant	7
Greaney	Lieutenant/Paramedic	4
Parent	Firefighter/AEMT	12
Milata	Firefighter/AEMT	7
Denio	Firefighter/Paramedic	6
Gallant	Firefighter/Paramedic	4
Lavigne	Firefighter/Paramedic	4
Wheeler	Firefighter/Paramedic	4

APPENDIX C



Northeast Information Office

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Contact Northeast

Consumer Price Index Boston-Cambridge-Newton, MA-NH (1982-84 = 100)

Consumer Price Index for all Urban Consumers (CPI-U), Not Seasonally Adjusted
Boston-Cambridge-Newton, MA-NH All Items 1982-1984=100

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg
1995	158.0		158.4		157.7		157.8		158.6		160.3		158.6
1996	162.2		162.8		161.8		162.0		163.5		166.3		163.3
1997	167.7		168.1		166.7		167.1		167.8		169.4		167.9
1998	171.2		171.3		170.9		170.7		172.1		173.3		171.7
1999	174.1		174.8		174.2		175.3		176.8		179.2		176.0
2000	180.2		182.8		181.7		183.2		184.3		187.4		183.6
2001	189.0		190.9		190.9		192.1		192.7		192.7		191.5
2002	192.9		194.7		194.8		195.7		199.1		200.4		196.5
2003	199.8		202.8		202.3		203.0		206.8		206.5		203.9
2004	208.4		208.7		208.7		208.9		209.8		211.7		209.5
2005	211.3		214.2		214.6		217.2		220.1		218.6		216.4
2006	220.5		221.3		222.9		225.1		224.5		223.1		223.1
2007	224.432		226.427		226.247		226.929		227.850		230.689		227.409
2008	231.980		233.084		235.344		241.258		238.519		232.354		235.370
2009	230.806		232.155		231.891		233.018		236.596		236.589		233.778
2010	237.266		237.986		238.083		236.132		236.474		238.103		237.446
2011	239.814		242.787		244.574		244.256		245.310		245.030		243.881
2012	245.891		247.166		246.582		246.326		249.488		249.929		247.733
2013	249.957		250.835		250.036		251.067		251.918		252.230		251.139
2014	253.123		254.982		255.209		255.296		255.878		256.262		255.184
2015	254.556		257.013		256.839		256.999		256.643		258.407		256.715
2016	257.215		258.587		260.809		260.800		262.606		261.675		260.496
2017	264.865		265.070		266.256		266.429		269.757		269.149		267.033
2018	272.229		274.591		274.668		275.402		278.663		277.632		275.815
2019	278.976		280.393		280.937		280.943		281.603		283.526		281.082
2020	285.181		285.544		282.620		283.175		283.391		284.622		284.266
2021	286.615		289.240		291.667		295.211		294.704		299.723		293.521
2022	304.634		310.311		313.578		315.841		318.800		320.702		314.356
2023	324.270		324.859		324.927		324.746		327.145		328.362		326.016
2024	330.746		335.599										
Percent Change from 12 months ago													
1996	2.7%		2.8%		2.6%		2.7%		3.1%		3.7%		3.0%
1997	3.4		3.3		3.0		3.1		2.6		1.9		2.8
1998	2.1		1.9		2.5		2.2		2.6		2.3		2.3
1999	1.7		2.0		1.9		2.7		2.7		3.4		2.5
2000	3.5		4.6		4.3		4.5		4.2		4.6		4.3

Source: US Bureau of Labor Statistics

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg
2001	4.9		4.4		5.1		4.9		4.6		2.8		4.3
2002	2.1		2.0		2.0		1.9		3.3		4.0		2.6
2003	3.6		4.2		3.9		3.7		3.9		3.0		3.8
2004	4.3		2.9		3.2		2.9		1.5		2.5		2.7
2005	1.4		2.6		2.8		4.0		4.9		3.3		3.3
2006	4.4		3.3		3.9		3.6		2.0		2.1		3.1
2007	1.8		2.3		1.5		0.8		1.5		3.4		1.9
2008	3.4		2.9		4.0		6.3		4.7		0.7		3.5
2009	-0.5		-0.4		-1.5		-3.4		-0.8		1.8		-0.7
2010	2.8		2.5		2.7		1.3		-0.1		0.6		1.6
2011	1.1		2.0		2.7		3.4		3.7		2.9		2.7
2012	2.5		1.8		0.8		0.8		1.7		2.0		1.6
2013	1.7		1.5		1.4		1.9		1.0		0.9		1.4
2014	1.3		1.7		2.1		1.7		1.6		1.6		1.6
2015	0.6		0.8		0.6		0.7		0.3		0.8		0.6
2016	1.0		0.8		1.5		1.5		2.3		1.3		1.5
2017	3.0		2.5		2.1		2.2		2.7		2.9		2.5
2018	2.8		3.6		3.2		3.4		3.3		3.2		3.3
2019	2.5		2.1		2.3		2.0		1.1		2.1		1.9
2020	2.2		1.8		0.6		0.8		0.5		0.4		1.1
2021	0.5		1.3		3.2		4.3		4.0		5.3		3.3
2022	6.3		7.3		7.5		7.0		8.1		7.0		7.1
2023	6.4		4.7		3.6		2.8		2.6		2.4		3.7
2024	2.0		3.3										

Percent Change from 2 months ago

1996	12%		0.4%		-0.6%		0.1%		0.9%		1.7%		
1997	0.8		0.2		-0.8		0.2		0.4		1.0		
1998	1.1		0.1		-0.2		-0.1		0.8		0.7		
1999	0.5		0.4		-0.3		0.6		0.9		1.4		
2000	0.6		1.4		-0.6		0.8		0.6		1.7		
2001	0.9		1.0		0.0		0.6		0.3		0.0		
2002	0.1		0.9		0.1		0.5		1.7		0.7		
2003	-0.3		1.5		-0.2		0.3		1.9		-0.1		
2004	0.9		0.1		0.0		0.1		0.4		0.9		
2005	-0.2		1.4		0.2		1.2		1.3		-0.7		
2006	0.9		0.4		0.7		1.0		-0.3		-0.6		
2007	0.6		0.9		-0.1		0.3		0.4		1.2		
2008	0.6		0.5		1.0		2.5		-1.1		-2.6		
2009	-0.7		0.6		-0.1		0.5		1.5		0.0		
2010	0.3		0.3		0.0		-0.8		0.1		0.7		
2011	0.7		1.2		0.7		-0.1		0.4		-0.1		
2012	0.4		0.5		-0.2		-0.1		1.3		0.2		
2013	0.0		0.4		-0.3		0.4		0.3		0.1		
2014	0.4		0.7		0.1		0.0		0.2		0.2		
2015	-0.7		1.0		-0.1		0.1		-0.1		0.7		
2016	-0.5		0.5		0.9		0.0		0.7		-0.4		
2017	1.2		0.1		0.4		0.1		1.2		-0.2		
2018	1.1		0.9		0.0		0.3		1.2		-0.4		
2019	0.5		0.5		0.2		0.0		0.2		0.7		
2020	0.6		0.1		-1.0		0.2		0.1		0.4		
2021	0.7		0.9		0.8		1.2		-0.1		1.7		
2022	1.6		1.9		1.1		0.7		0.9		0.6		
2023	1.1		0.2		0.0		-0.1		0.7		0.4		
2024	0.7		1.5										

Source: US Bureau of Labor Statistics

**Consumer Price Index for All Urban Wage Earners and Clerical Workers (CPI-W), Not Seasonally Adjusted
Boston-Cambridge-Newton, MA-NH All Items 1982-1984=100**

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg
1995	157.0		156.9		156.5		156.6		157.4		159.3		157.4
1996	161.1		161.7		160.8		160.9		162.1		165.4		162.2
1997	166.6		166.8		165.6		165.8		166.2		167.8		166.6
1998	169.3		169.3		168.9		168.8		169.9		171.5		169.7
1999	172.2		172.3		172.6		173.3		175.2		177.8		174.2
2000	178.5		181.1		180.6		182.3		183.2		186.2		182.4
2001	187.4		189.3		190.1		191.3		192.0		191.9		190.5
2002	191.8		193.2		193.3		194.1		197.7		199.2		195.2
2003	199.3		202.3		201.8		202.2		206.2		205.6		203.2
2004	206.8		207.4		207.9		207.9		208.8		211.0		208.4
2005	210.3		213.1		214.0		216.0		220.2		217.7		215.6
2006	219.5		220.5		222.9		223.9		224.3		223.4		222.6
2007	224.256		225.918		225.395		226.465		227.429		230.440		226.943
2008	231.291		232.656		235.419		240.511		238.133		231.854		234.924
2009	230.095		231.884		231.420		232.535		235.744		236.859		233.418
2010	237.999		238.388		238.863		236.657		236.844		238.891		238.045
2011	240.540		244.324		246.825		245.949		246.424		246.349		245.337
2012	247.006		248.800		248.130		247.627		250.910		251.041		249.086
2013	251.024		252.352		251.570		252.458		253.304		253.405		252.483
2014	254.168		256.015		255.943		255.503		255.818		255.903		255.568
2015	254.407		256.929		256.286		256.251		255.265		257.124		255.984
2016	256.262		257.184		258.958		259.204		260.483		260.705		259.007
2017	263.730		263.888		264.713		265.002		267.760		268.524		265.738
2018	271.612		273.619		273.591		274.186		277.667		277.413		274.943
2019	277.969		279.451		279.579		279.164		279.876		282.162		279.770
2020	284.382		284.368		280.697		281.598		281.670		283.092		282.711
2021	285.461		288.652		290.685		294.075		294.003		300.030		292.781
2022	304.678		311.571		314.407		317.963		319.032		321.041		315.186
2023	324.042		324.631		325.337		326.501		330.195		331.142		327.226
2024	332.708		336.088										
Percent Change from 12 months ago													
1996	2.6%		3.1%		2.7%		2.7%		3.0%		3.8%		3.0%
1997	3.4		3.2		3.0		3.0		2.5		1.5		2.7
1998	1.6		1.5		2.0		1.8		2.2		2.2		1.9
1999	1.7		1.8		2.2		2.7		3.1		3.7		2.7
2000	3.7		5.1		4.6		5.2		4.6		4.7		4.7
2001	4.9		4.5		5.3		4.9		4.8		3.1		4.4
2002	2.3		2.1		1.7		1.5		3.0		3.8		2.5
2003	3.9		4.7		4.4		4.2		4.3		3.2		4.1
2004	3.8		2.5		3.0		2.8		1.3		2.6		2.6
2005	1.7		2.7		2.9		3.9		5.5		3.2		3.5
2006	4.4		3.5		4.2		3.7		1.9		2.6		3.2
2007	2.2		2.5		1.1		1.1		1.4		3.2		2.0
2008	3.1		3.0		4.4		6.2		4.7		0.6		3.5
2009	-0.5		-0.3		-1.7		-3.3		-1.0		2.2		-0.6
2010	3.4		2.8		3.2		1.8		0.5		0.9		2.0
2011	1.1		2.5		3.3		3.9		4.0		3.1		3.1
2012	2.7		1.8		0.5		0.7		1.8		1.9		1.5
2013	1.6		1.4		1.4		2.0		1.0		0.9		1.4
2014	1.3		1.5		1.7		1.2		1.0		1.0		1.2
2015	0.1		0.4		0.1		0.3		-0.2		0.5		0.2
2016	0.7		0.1		1.0		1.2		2.0		1.4		1.2
2017	2.9		2.6		2.2		2.2		2.8		3.0		2.6

Source: US Bureau of Labor Statistics

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg
2018	3.0		3.7		3.4		3.5		3.7		3.3		3.5
2019	2.3		2.1		2.2		1.8		0.8		1.7		1.8
2020	2.3		1.8		0.4		0.9		0.6		0.3		1.1
2021	0.4		1.5		3.6		4.4		4.4		6.0		3.6
2022	6.7		7.9		8.2		8.1		8.5		7.0		7.7
2023	6.4		4.2		3.5		2.7		3.5		3.1		3.8
2024	2.7		3.5										
Percent Change from 2 months ago													
1996	1.1%		0.4%		-0.6%		0.1%		0.7%		2.0%		
1997	0.7		0.1		-0.7		0.1		0.2		1.0		
1998	0.9		0.0		-0.2		-0.1		0.7		0.9		
1999	0.4		0.1		0.2		0.4		1.1		1.5		
2000	0.4		1.4		-0.3		0.9		0.5		1.6		
2001	0.6		1.0		0.4		0.6		0.4		-0.1		
2002	-0.1		0.7		0.1		0.4		1.9		0.8		
2003	0.1		1.5		-0.2		0.2		2.0		-0.3		
2004	0.6		0.3		0.2		0.0		0.4		1.1		
2005	-0.3		1.3		0.4		0.9		1.9		-1.1		
2006	0.8		0.5		1.1		0.4		0.2		-0.4		
2007	0.4		0.7		-0.2		0.5		0.4		1.3		
2008	0.4		0.6		1.2		2.2		-1.0		-2.6		
2009	-0.8		0.8		-0.2		0.5		1.4		0.5		
2010	0.5		0.2		0.2		-0.9		0.1		0.9		
2011	0.7		1.6		1.0		-0.4		0.2		0.0		
2012	0.3		0.7		-0.3		-0.2		1.3		0.1		
2013	0.0		0.5		-0.3		0.4		0.3		0.0		
2014	0.3		0.7		0.0		-0.2		0.1		0.0		
2015	-0.6		1.0		-0.3		0.0		-0.4		0.7		
2016	-0.3		0.4		0.7		0.1		0.5		0.1		
2017	1.2		0.1		0.3		0.1		1.0		0.3		
2018	1.1		0.7		0.0		0.2		1.3		-0.1		
2019	0.2		0.5		0.0		-0.1		0.3		0.8		
2020	0.8		0.0		-1.3		0.3		0.0		0.5		
2021	0.8		1.1		0.7		1.2		0.0		2.0		
2022	1.5		2.3		0.9		1.1		0.3		0.6		
2023	0.9		0.2		0.2		0.4		1.1		0.3		
2024	0.5		1.0										

Source: US Bureau of Labor Statistics

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