

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
THE TOWN OF ROCKLAND AND
THE ROCKLAND FIREFIGHTERS IAFF LOCAL 1602**

The Town of Rockland (“the Town”) and the Rockland Firefighters, IAFF Local 1602 (“Union”) hereby agree to modify the collective bargaining agreement between the Town and Union, with the changes agreed to by the parties’ negotiating teams and set forth below. This offer and Agreement shall be considered ***off-the-record*** until ratified by Union membership and the Town. The bargaining teams shall sponsor and support such ratification.

WHEREAS, the Town and the Union have reached an agreement;

NOW THEREFORE, in consideration of the mutual promises herein, the Union and the Town agree that the following changes will be incorporated into the collective bargaining agreement, subject to the required ratifications:

1. **DURATION**: The title page and all applicable sections referring to the duration of the collective bargaining agreement will be modified to reflect the dates of July 1, 2021-June 30, 2022.
2. **ARTICLE 13 – SALARIES**: will be modified to reflect the following changes:
 - a. Article 13.0 – all current text shall be deleted and replaced with the following:

Effective July 1, 2021	2% wage increase
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 - b. The wage table in Article 13 shall be replaced with an updated wage table to reflect the wage increase above.
3. **ARTICLE 13.2**: The last sentence of Article 13.2 will be modified to reflect the following changes:

~~Upon proof of re-certification being presented to the Chief, the Chief shall authorize the payment of Three Hundred (\$300.00) Dollars incentive pay to the Each employee who is assigned and working as an Emergency Medical Technician Ambulance (EMT, I &P) shall provide proof of their re-certification to the Chief every two (2) years. The wage table above reflects a one-time increase of two hundred and twenty-five dollars (\$225.00) dollars to the base pay of each employee, to represent the costs of recertification.~~
4. **HOUSEKEEPING**:
 - A. Add the following language as a new Article 8.2 to codify existing practice:

The Day Officer will accrue vacation leave as outlined in Section 8.0. To convert from the Day/Night schedule to the all-day schedule, the Day Officer's vacation will be calculated by adding the accrued number of "Day" vacation shifts to the accrued number of "Night" vacation shifts.

Upon transferring from the Day Officer position to a shift officer position, the accrued vacation days will be divided evenly as possible to Day and Night Shifts. If an odd number of shifts are to be converted, the officer being transferred will be able to choose if the odd shift will be a day shift or a night shift.

B. Integrate previous MOU and Side Letters

5. **REOPENER:** If, after execution of this Agreement, any other Town (non-school) collective bargaining unit negotiates a total COLA or wage package for fiscal year 2022 that exceeds the overall value of the COLA/wage package contained in this Agreement, the Town agrees to re-open negotiations with the Union on the subject of wages.

IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this Memorandum of Agreement on this _____ day of June, 2021,

TOWN OF ROCKLAND,
By its Bargaining Team,
duly authorized,

ROCKLAND PERMANENT
FIREFIGHTERS, IAFF LOCAL 1602,
By its Bargaining Team, duly authorized,








