

#8 10492

**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**THE CITY OF BOSTON**  
**AND**  
**LOCAL 718, INTERNATIONAL ASSOCIATION**  
**OF FIREFIGHTERS, AFL-CIO, CLC**

**Effective July 1, 1999**  
**Expiring June 30, 2000**

This Memorandum of Agreement, entered into by and between the City of Boston, hereinafter called the "City," and Local 718, International Association of Firefighters, AFL-CIO, CLC, hereinafter called "Local 718" (Unit A and B) is the product of collective bargaining conducted pursuant to Chapter 150E of the Massachusetts General Laws for the purpose of reaching a successor collective bargaining agreement to the July 1, 1996 - June 30, 1999 collective bargaining agreement. The terms and provisions of the aforementioned collective bargaining agreement are to remain in full force and effect except where specifically amended by the provisions of this Memorandum of Agreement. Such prior contract terms and provisions (including those Sideletter of Agreements appended hereto) are incorporated into and made a part of this Agreement. The terms herein are to be effective July 1, 1999 unless specifically provided otherwise.

1/16/02

**ARTICLE XVIII COMPENSATION**

Modify as follows:

Increase base wages by 4.5% effective July 3, 1999.

Replace existing wage scales and create new wage scales reflecting above increases as follows:

**Section 1:**

Effective July 3, 1999, employees shall be compensated pursuant to the following weekly salary schedule:

<u>RANK</u>	<u>1</u>	<u>2</u>	<u>3</u>
Firefighter	641.70	718.96	796.38
Fire Lieutenant			979.55
Fire Captain			1,141.18
District Chief			1,329.48
Deputy Chief			1,548.85

<u>POSITION</u>	<u>1</u>	<u>2</u>	<u>3</u>
Fire Alarm Operator	641.70	718.96	796.38
Radio Repairman			
Machinist			
Cable Splicer			
Lineman			
Motor Equipment Operator			
Fire Alarm Batteryman			
Electrical Equipment Repairman			
Senior Fire Alarm Operator			979.55
Radio Operator			
Working Foreman Machinist			
Working Foreman Lineman and Cable Splicer			
Inside Wireman			
Inspector of Internal Systems			
Principal Fire Alarm Operator			1,141.18
Foreman of Inside Wiremen			
Foremen of Linemen and Cable Splicers			
General Foreman of Fire Alarm Construction			1,235.34
Radio Supervisor			
Chief Fire Alarm Operator			1,329.48
Assistant Superintendent Fire Alarm Division			
Chemist			

Section 2: Night Differential

Effective July 3, 1999, in addition to any other regular or premium compensation to which employees are entitled, all employees shall receive the following night differential to be considered as part of regular weekly compensation for purposes of sick, injured, vacation, overtime, and holiday pay and for purposes of any other authorized leave compensation and for pension contribution computation. The night differential for is computed as nine and five tenths percent (9.5%) of the base weekly compensation in effect as of July 3, 1999 pursuant to the following schedule:

Effective July 3, 1999

<u>RANK</u>	<u>1</u>	<u>2</u>	<u>3</u>
Firefighter	60.96	68.30	75.66

Fire Lieutenant			93.06
Fire Captain			108.41
District Chief			126.30
Deputy Chief			147.14

<u>POSITION</u>	<u>1</u>	<u>2</u>	<u>3</u>
Fire Alarm Operator	60.96	68.30	75.66
Radio Repairman			
Machinist			
Cable Splicer			
Lineman			
Motor Equipment Operator			
Fire Alarm Batteryman			
Electrical Equipment Repairman			

Senior Fire Alarm Operator			93.06
Radio Operator			
Working Foreman Machinist			
Working Foreman Lineman and Cable Splicer			
Inside Wireman			
Inspector of Internal Systems			

Principal Fire Alarm Operator			108.41
Foreman of Inside Wiremen			
Foremen of Linemen and Cable Splicers			

General Foreman of Fire Alarm Construction			117.36
Radio Supervisor			

Chief Fire Alarm Operator			126.30
Assistant Superintendent Fire Alarm Division			
Chemist			

NOTE: Employees not regularly scheduled to work night tours of duty receive the equivalent of the foregoing night differential in combined recognition of their comparatively singular work schedule and their availability to work such night tours.

Section 3: Hazardous Duty/Specialist Compensation

In addition to any other regular or premium compensation to which employees are entitled, fire suppression force employees shall receive the following hazardous duty compensation and non-fire suppression employees shall receive the following specialist duty compensation. Such hazardous duty/specialist duty compensation shall be considered as part of regular weekly compensation for purposes of overtime and holiday pay and for purposes of sick, injured, vacation, and other authorized leave compensation and for pension contribution computation. The hazardous duty/specialist compensation for each of the respective contract years is computed as four and three-quarters percent (4.75%) of the base weekly compensation in effect as of July 3, 1999 pursuant to the following schedule:

Effective July 3, 1999

<u>RANK</u>	<u>1</u>	<u>2</u>	<u>3</u>
Firefighter	30.48	34.15	37.83
Fire Lieutenant			46.53
Fire Captain			54.21
District Chief			63.15
Deputy Chief			73.57

<u>POSITION</u>	<u>1</u>	<u>2</u>	<u>3</u>
Fire Alarm Operator	30.48	34.15	37.83
Radio Repairman			
Machinist			
Cable Splicer			
Lineman			
Motor Equipment Operator			
Fire Alarm Batteryman			
Electrical Equipment Repairman			
Senior Fire Alarm Operator			46.53
Radio Operator			
Working Foreman Machinist			
Working Foreman Lineman and Cable Splicer			
Inside Wireman			
Inspector of Internal Systems			
Principal Fire Alarm Operator			54.21
Foreman of Inside Wiremen			
Foremen of Linemen and Cable Splicers			

General Foreman  
of Fire Alarm Construction 58.68  
Radio Supervisor

Chief Fire Alarm Operator 63.15  
Assistant Superintendent  
Fire Alarm Division  
Chemist

Section 4: Transitional Career Awards Program

The weekly benefit schedule of the Transitional Career Awards Program for the duration of this collective bargaining agreement for employees in the rank of firefighter or its equivalent is as follows:

Commencing With	
The Start of	<u>July 3, 1999</u>
Five (5) Years	82.12
Ten (10) Years	87.86
Fifteen (15) Years	91.70
Twenty (20) Years	95.53
Twenty-Five (25) Years	99.36

The equivalents to the firefighter rank are as follows: Fire Alarm Operator; Radio Repairman, Machinist; Cable Splicer; Lineman, Motor Equipment Operator; Fire Alarm Batteryman; Electrical Equipment Repairman.

Part B: The weekly salaries specified in Section 1 for the ranks and positions listed hereunder shall continue to be supplemented weekly by the following specified amounts:

<u>RANK</u>	<u>July 3, 1999</u>
Fire Lieutenant	49.12
Fire Captain	51.32
District Chief	53.84
Deputy Chief	56.74

<u>POSITION</u>	
Senior Fire Alarm Operator	49.12
Radio Operator	
Working Foreman Machinist	
Working Foreman Lineman and Cable Splicer	
Inside Wireman	

Principal Fire Alarm Operator 51.32

Foreman of Inside Wireman  
Foreman of Lineman  
and Cable Splicers

General Foreman 52.58  
of Fire Alarm Construction  
Radio Supervisor

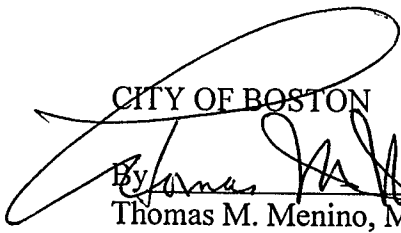
Chief Fire Alarm Operator 53.84  
Assistant Superintendent  
of Fire Alarm Division  
Chemist

DURATION

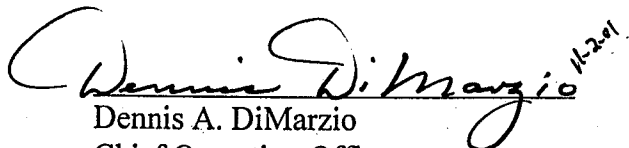
Delete first sentence of Article XIX and insert the following:  
"This Agreement shall be effective July 1, 1999, unless otherwise indicated, and shall continue in force, pursuant to its terms, through June 30, 2000."

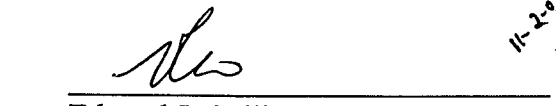
In witness whereof, the parties hereto have caused their names to be subscribed as the duly authorized officers and representatives on the 3rd day of November, 2001.

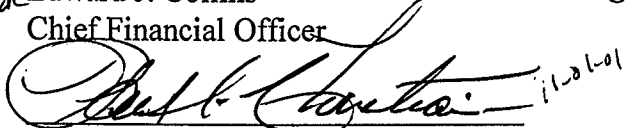
CITY OF BOSTON

  
By Thomas M. Menino  
Thomas M. Menino, Mayor

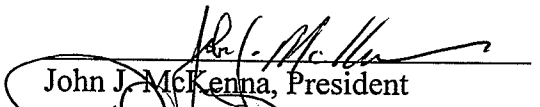
Date: November 3, 2001

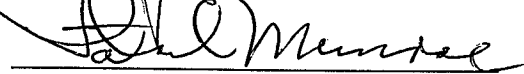
  
Dennis A. DiMarzio 11-2-01  
Dennis A. DiMarzio  
Chief Operating Officer  
Acting Fire Commissioner

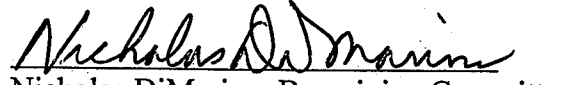
  
Edward J. Collins 11-2-01  
Edward J. Collins  
Chief Financial Officer


  
Paul Christian 11-2-01  
Paul Christian, Chief

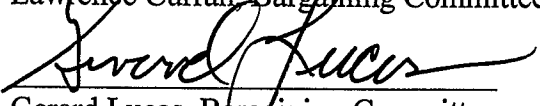
IAFF, LOCAL 718

  
John J. McKenna  
John J. McKenna, President

  
Patrick Munroe  
Patrick Munroe, Vice President

  
Nicholas DiMarino  
Nicholas DiMarino, Bargaining Committee

  
Lawrence Curran  
Lawrence Curran, Bargaining Committee

  
Gerard Lucas  
Gerard Lucas, Bargaining Committee

Boston Fire Department

*Michael P. Reagan* 11/2/01

Michael P. Reagan, Director  
Office of Labor Relations

*Vivian Leonard* 11-1-01

Vivian Leonard, Director  
Office of Human Resources

APPROVED AS TO FORM:

*Mark Sweeney* 10-31-01

for Merita A. Hopkins  
Corporation Counsel

Date 3-2-98

Honorable Thomas M. Menino, Mayor  
City of Boston  
Boston City Hall  
Boston, MA

Re: FY1997-1999 Collective Bargaining Agreement  
Local 718, IAFF and the City of Boston:  
Side Letter of Agreement Regarding  
Interpretation of Article XVIII, Section 4  
(Transitional Career Awards Program / Add-On)

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Dear Mr. Mayor:

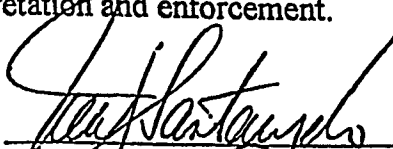
In the negotiations resulting in the FY1997-FY1999 collective bargaining agreement between Local 718 and the City of Boston, agreement was reached on the method of calculating the annual Transitional Career Awards Program / Add-On benefit and the method of paying such benefit in the following terms:

Effective July 1, 1996, the Transitional Career Awards Program / Add-On weekly entitlement for every employee in the rank of District Fire Chief and Deputy Fire Chief, shall be computed pursuant to the following formula: One percent (1%) of the combined total of fire fighter rank maximum weekly salary, fire fighter rank maximum weekly night differential, and fire fighter rank maximum weekly hazardous duty pay, with the product of such one percent (1%) calculation added to the weekly Transitional Career Awards Program / Add-On benefit level in effect for every employee in the ranks of District Fire Chief and Deputy Fire Chief, for FY1997, such product of the foregoing one percent (1%) calculation shall be added to the weekly Add-On in effect as of June 30, 1996, and for FY1998 and each fiscal year thereafter, such product of the foregoing one percent (1%) calculation shall be added to the weekly Transitional Career Awards Program / Ad-On benefit level in effect as of the last pay period of the immediately prior fiscal year.

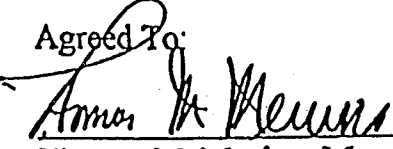


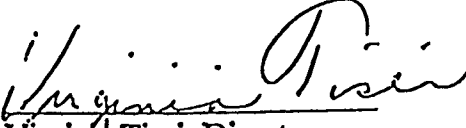
The Transitional Career Awards Program / Add-On benefit, as calculated above, shall be paid to all eligible employees, as provided above, on a weekly basis and shall be considered and calculated as part of regular compensation for computation of the overtime rate, for computation of compensation for purposes of sick, injured, vacation and all other authorized leave, and for computation of pension contributions.

This side letter of agreement memorializes the foregoing agreement and is to be regarded as incorporated into and made part of the FY1997-FY1999 collective bargaining agreement for all purposes of contract interpretation and enforcement.

  
\_\_\_\_\_  
Neal Santangelo, President  
Local 718 IAFF

Agreed To:

  
\_\_\_\_\_  
Thomas M. Menino, Mayor  
City of Boston

  
\_\_\_\_\_  
Virginia Tisei, Director  
Office of Labor Relations

Honorable Thomas M. Menino, Mayor  
City of Boston  
Boston City Hall  
Boston, MA 02201

RE: FY1997-1999 Collective Bargaining Agreement  
Local 718, I.A.F.F. and the City of Boston:  
Side Letter of Agreement Regarding  
Interpretation of Article XVIII, Section 4  
(Transitional Career Awards Program)

Dear Mr. Mayor:

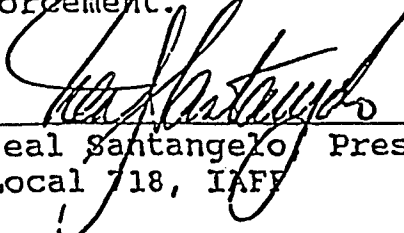
In the negotiations resulting in the FY1997-FY1999 collective bargaining agreement between Local 718, IAFF and the City of Boston, agreement was reached on the method of calculating the annual Transitional Career Awards Program benefit and the method of paying such benefit in the following terms:

Effective July 1, 1996, the Transitional Career Awards Program weekly entitlement for every employee in the rank of firefighter or its equivalent upon such employee's commencement of five (5), ten (10), fifteen (15), twenty (20) and twenty-five (25) years of service, measured from date of provisional or permanent appointment, whichever is earlier, and for every employee in the rank of Lieutenant and Captain, or their equivalents, shall be computed pursuant to the following formula: One percent (1%) of the combined total of firefighter rank maximum weekly salary, firefighter rank maximum weekly night differential and firefighter rank maximum weekly hazardous duty pay, with the product of such one percent (1%) calculation added to the weekly Transitional Career Award Program benefit level in effect for every employee in the rank

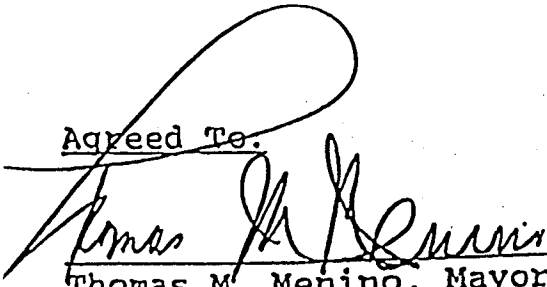
of Firefighter or its equivalent as of the last pay period of the immediately prior fiscal year; and, for every employee in the ranks of Lieutenant and Captain or their equivalents, for FY1997, such product of the foregoing one percent (1%) calculation shall be added to the weekly add-on in effect as of June 30, 1996, and for FY1998 and each fiscal year thereafter, such product of the foregoing one percent (1%) calculation shall be added to the weekly Transitional Career Award Program benefit level in effect as of the last pay period of the immediately prior fiscal year.

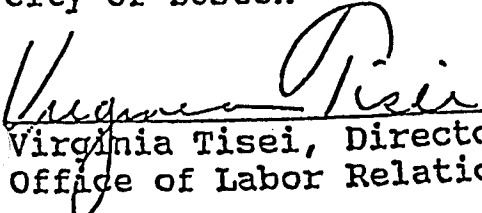
The Transitional Career Award Program benefit, as calculated above, shall be paid to eligible employees, as provided above, on a weekly basis and shall be considered and calculated as part of regular compensation for computation of the overtime rate and the holiday compensation rate, for computation of compensation for purposes of sick, injured, vacation and all other authorized leave, and for computation of pension contributions.

This side letter of agreement memorializes the foregoing agreement and is to be regarded as incorporated into and made a part of the FY1997-FY1999 collective bargaining agreement for all purposes of contract interpretation and enforcement.

  
Neal Santangelo, President  
Local 718, IAFF

Agreed To.

  
Thomas M. Menino, Mayor  
City of Boston

  
Virginia Tisei, Director  
Office of Labor Relations



# Boston Fire Fighters Local No. 718

International Association of Firefighters

A.F.L. - C.I.O.

55 HALLET STREET, BOSTON, MASS. 02124

Telephone: 288-2100

73

*President*

Neal Santangelo

*Vice President*

James Fitzgerald

*Treasurer*

David Johnson

*Recording Secretary*

Richard Kelleher

December 17, 1987

Honorable Raymond L. Flynn, Mayor  
City of Boston  
Boston City Hall  
Boston, MA 02201

RE: FY1988-1990 Collective Bargaining Agreement  
Local 718, I.A.F.F. and the City of Boston  
Side Letter of Agreement Regarding  
Interpretation of Article XVIII, Section 4  
(Transitional Career Awards Program)

Dear Mr. Mayor:

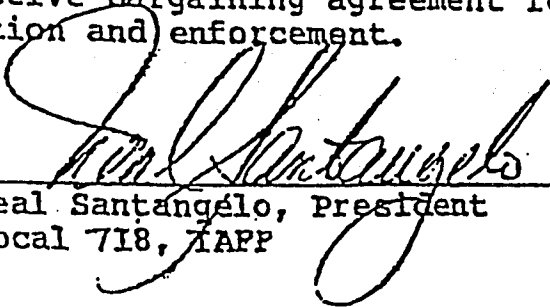
In the negotiations resulting in the FY1988-FY1990 collective bargaining agreement between Local 718, IAFF and the City of Boston, agreement was reached on the method of calculating the annual Transitional Career Awards Program benefit and the method of paying such benefit in the following terms:

Effective July 1, 1987, the Transitional Career Awards Program weekly entitlement for every employee in the rank of firefighter or its equivalent upon such employee's commencement of five (5), ten (10), fifteen (15), twenty (20) and twenty-five (25) years of service, measured from date of provisional or permanent appointment, whichever is earlier, shall be computed pursuant to the following formula: One percent (1%) of the combined total of firefighter rank maximum weekly salary, firefighter rank maximum weekly night differential and firefighter rank maximum weekly hazardous duty pay, with the product of such one percent (1%) calculation added to the weekly Transitional Career Award Program benefit level in effect as of the last pay period of the immediately prior fiscal year.

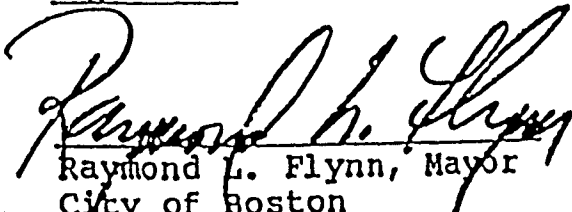
Honorable Raymond L. Flynn  
December 17, 1987  
page 2

The Transitional Career Award Program benefit, as calculated above, shall be paid to eligible employees, as provided above, on a weekly basis and shall be considered and calculated as part of regular compensation for computation of the overtime rate and the holiday compensation rate, for computation of compensation for purposes of sick, injured, vacation and all other authorized leave, and for computation of pension contributions.

This side letter of agreement memorializes the foregoing agreement and is to be regarded as incorporated into and made a part of the FY1988-FY1990 collective bargaining agreement for all purposes of contract interpretation and enforcement.

  
\_\_\_\_\_  
Neal Santangelo, President  
Local 718, IAFP

Agreed To:

  
\_\_\_\_\_  
Raymond L. Flynn, Mayor  
City of Boston

12-16-87  
Dated

Cynthia S. Denton 12/17/87  
Cynthia S. Denton, Supervisor  
Office of Labor Relations



# Boston Fire Fighters Local No. 718

International Association of Firefighters

A.F.L. - C.I.O.

55 HALLET STREET, BOSTON, MASS. 02124

Telephone: 288-2100

*President*

Neal Santangelo

*Vice President*

James Fitzgerald

*Treasurer*

David Johnson

*Recording Secretary*

Richard Kelleher

December 17, 1987

Honorable Raymond L. Flynn, Mayor  
City of Boston  
Boston City Hall  
Boston, MA 02201

RE: FY1988-FY1990 Collective Bargaining Agreement  
Local 718 IAFF and the City of Boston  
Side Letter of Agreement Regarding Calculation  
of the July 4<sup>th</sup> Holiday Compensation For All  
Employees Covered By Said Collective  
Bargaining Agreement

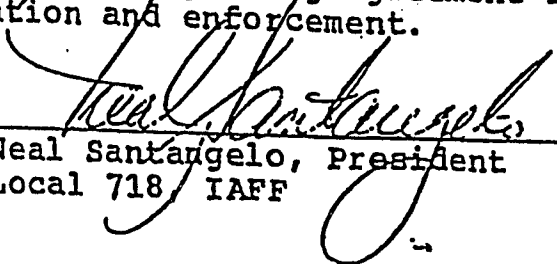
Dear Mr. Mayor:

In the negotiations resulting in the FY1988-FY1990 collective bargaining agreement between Local 718, IAFF and the City of Boston, agreement was reached as to calculation of the July 4<sup>th</sup> Holiday compensation for all employees covered by such collective bargaining agreement as follows:

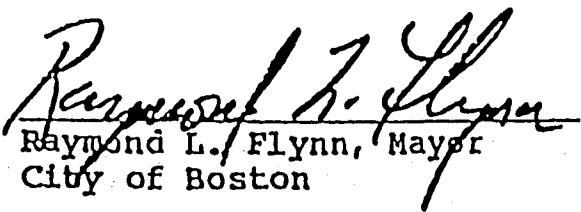
Notwithstanding the July 6, 1988 and July 5, 1989 commencement dates for the FY1989 and FY1990 respective compensation rate increments as provided in Article XVIII of the collective bargaining agreement, the Article X holiday pay calculations for the July 4, 1988 and the July 4, 1989 contractual holidays shall be based respectively upon the compensation rates in effect as of such July 6, 1988 and July 5, 1989 commencement dates.

Raymond L. Flynn  
December 17, 1987  
page 2

This side letter of agreement memorializes the foregoing agreement and is to be regarded as incorporated into and made a part of the FY1988-FY1990 collective bargaining agreement for all purposes of contract interpretation and enforcement.

  
\_\_\_\_\_  
Neal Santangelo, President  
Local 718, IAFF

Agreed To:

  
\_\_\_\_\_  
Raymond L. Flynn, Mayor  
City of Boston

12-16-87  
Dated

Cynthia S. Denton 12/17/87  
Cynthia S. Denton, Supervisor  
Office of Labor Relations



# Boston Fire Fighters Local No. 718

International Association of Firefighters

A.F.L.-C.I.O.

55 HALLET STREET, BOSTON, MASS. 02124

Telephone: 288-2100

*President*

Neal Santangelo

*Vice President*

James Fitzgerald

*Treasurer*

David Johnson

*Recording Secretary*

Richard Kelleher

December 17, 1987

Honorable Raymond L. Flynn, Mayor  
City of Boston  
Boston City Hall  
Boston, MA 02201

RE: FY1988-FY1990 Collective Bargaining Agreement  
Local 718, IAFF and the City of Boston  
Side Letter of Agreement  
Regarding Hepatitis B Vaccination

Dear Mr. Mayor:

In the negotiations resulting in the FY1988-FY1990 collective bargaining agreement between Local 718, IAFF and the City of Boston, agreement was reached as to the City's providing Hepatitis B vaccination to employees of the bargaining units covered by said agreement in the following terms:

The City will provide to any employee in the bargaining units represented by Local 718 a hepatitis B vaccination program. The program will be administered by the Boston City hospital at no cost to participating employees. The details of the program will be discussed and agreed upon by Local 718 and the City.

This side letter of agreement memorializes the foregoing agreement and is to be regarded as incorporated into and made a part of the FY1988-FY1990 collective bargaining agreement for all purposes of contract interpretation and enforcement.

AGREED TO:

*Raymond L. Flynn*

Raymond L. Flynn, Mayor

*Neal Santangelo*  
Neal Santangelo, President  
Local 718 IAFF

*12-16-87*

DATED



A. Michael Mullane, President  
Local 718, I.A.F.F.  
55 Hallet Street  
Dorchester, MA 02124

RE: City of Boston and Local 718  
I.A.F.F. - Side Letter of  
Agreement Regarding Fire-  
Fighter Aides

Dear President Mullane:

The purpose of this Side Letter of Agreement negotiated by and between the City of Boston and Local 718, International Association of Firefighters, AFL-CIO, CLC, is to memorialize an agreement as to the restoration and maintenance of Firefighter Aides assigned to District Fire Chiefs.

The agreement is as follows: The City of Boston agrees to restore and maintain twenty-four (24) Firefighter-Aides to be assigned to District Fire Chiefs. The assignment of such Firefighter-Aides among the Fire Districts shall be at the discretion of the Fire Commissioner.

The City of Boston and Local 718, I.A.F.F. further agree that this Side Letter of Agreement is to be incorporated into and is to be made a part of the collective bargaining agreement between the City and Local 718 and shall be enforceable pursuant to the procedures of Article XVI, (Grievance Procedure), of said collective agreement and shall carry the same conditions of duration as set forth in Article XIX, (Duration), of said collective agreement.

S/  
Kevin H. White  
Mayor, City of Boston

Agreed To: S/  
George H. Paul  
Fire Commissioner

\_\_\_\_\_  
Dated

\_\_\_\_\_  
A. Michael Mullane  
President, Local 718  
I.A.F.F.

\_\_\_\_\_  
Dated

SIDE LETTER OF AGREEMENT BY AND BETWEEN  
LOCALY 718, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS  
AND  
THE CITY OF BOSTON

Local 718, I.A.F.F. and the City of Boston agree that the unit employee incumbent of the Office of District Vice President, International Association of Firefighters, will be granted leave, with full direct and fringe benefit compensation, full seniority accumulation and full contract coverage as is required by the employee for performance of the duties and functions of that office.

This side letter of agreement is to be incorporated into and to be made a part of the Local 718 - City of Boston collective bargaining agreement for purposes of contract enforcement.

CITY OF BOSTON

RAYMOND L. FLYNN, MAYOR

LOCAL 718, I.A.F.F.

NEAL SANTANGELO, PRESIDENT

DATED: 9-17-86