

Tentative Agreement for Successor Agreement from July 1, 2025 through June 30, 2028
Between
The City of Northampton and the Deputy Fire Chiefs' Association

5/14/2025

The following is a tentative agreement between the City of Northampton and the Deputy Fire Chiefs' Association. Once signed, it is subject to and contingent on the ratification by the Union, approval of the Mayor and appropriation by City Council.


Financial Changes

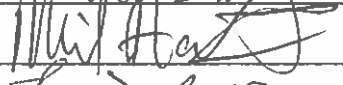
2. **COLA-** 3-year CBA with 2.5% COLA each year.
3. **Advanced management training/Chief Officer credential.** Annual \$2500 stipend for any DFC that has completed the Massachusetts Chief Fire Officer Credential or National Fire Academy's equivalent, provided the DFC maintains the certification. This stipend is to be paid every July in a separate pay period than the educational incentive stipend. The DCF must provide proof of Certification by July 1st each year. If credentialing requirements have been met prior to July 1st, but the certificate has not been issued, then the City agrees to pay the stipend retroactively upon certification so long as the DFC provides proof that credentialing requirements were met prior to July 1st.
4. **New Additional duty stipend-** All unit members will be paid overtime (time and ½) for all hours actually worked outside of their regularly scheduled shifts performing administrative duties that are not otherwise covered in the overtime provisions of this CBA. Unit members are required to record all time actually worked performing administrative duties outside their regularly scheduled shifts with a description of the work performed. For purposes of this provision, the City will use the FLSA's 7-minute rule, meaning that any time between 1-7 minutes will be rounded down to 0 and any time between 8-14 minutes will be rounded to 15 minutes of time. However, if a unit member engages in a number of short administrative tasks in a non-scheduled workday, it will be the total number of hours worked in the workday that is subject to the 7-minute rule not each task separately. If an employee's time exceeds 31 minutes in a non-scheduled workday, they will get a minimum of one hour. The intention of this article is to ensure that all non de-minimus off duty administrative work time is recorded and paid for.
5. **New Hiring Deputy Stipend:** The City shall pay a Hiring Deputy Stipend of \$500.00 annually to the member holding the hiring assignment, to be paid in July, in recognition of the volume of administrative work unique to that position. If an assignment is made during the course of a fiscal year, then the payment will be paid within 30 days of taking on this role and pro-rated for the full months remaining in the fiscal year that they will be in that position.
6. **Increase Educational Stipend:** Add \$500 to educational stipend.


Language changes:

- Agree to change 1.01 to 4 DC's
- Other clean up changes (e.g., typos in CBA and removal of former employees' names from CBA and removal of COVID mitigation bonus)
- **Vacations-** Add language that states: *For two 24-hour tours per year, each unit member may take vacation when there is another officer on vacation.*

For the Union:







For the City:

