

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CITY OF MALDEN  
AND  
LOCAL 902 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**

Except as modified by the terms of this Memorandum of Agreement all terms and conditions of the predecessor agreement expiring June 30, 2020 shall remain in full force and effect throughout the duration of this agreement, July 1, 2020 to June 30, 2023. The Parties acknowledge that each has had a full and fair opportunity to raise and collectively bargain over any and all subjects, and that this Agreement represents the full agreement of the Parties with respect to a successor collective bargaining agreement for the period of July 1, 2020 through June 30, 2023.

**Article IX, Compensation and Fringe Benefits.**

- A. Section 1 - Effective July 1, 2020: 2.5% increase to the wage schedule  
Effective July 1, 2021: 2% increase to the wage schedule  
Effective July 1, 2022: 2% increase to the wage schedule
- B. Section 5. Hazardous Duty – Effective July 1, 2020 – Increase from \$1600 to \$2,000.

**Article XXI, Sick Leave**

- A. Add New Section (7)(E) – Employees on injured leave shall, as a condition of continuing injury leave benefits under General Laws, c. 41, § 111F, report to the Fire Chief or his designee every two (2) weeks and provide an update regarding their medical treatment, prognosis, and, if known, a projected date to return to duty. The foregoing provision shall be applied uniformly and consistent with the terms of the attached General Order, which shall be issued and implemented within thirty (30) days of execution of this Agreement.
- B. All sick leave accrual shall be converted to hours, consistent with current payroll system. Sick leave charged by the hour when employee leaves on sick leave. All references to “days” recalculated based on 12-hour days.

**Article XXII, Section 4.**

Replace with the following: “Effective July 1, 2020, employees who hold an EMT-Basic, EMT-Advanced, or EMT-Paramedic certification shall receive an additional 6.0% of the employee’s base rate of pay, payable bi-weekly, which shall be included in the employee’s base pay calculation for overtime purposes.

**New Article**

The parties agree to form a non-binding committee comprised of the Chief and one (1) designee and the Union and one (1) designee to discuss the following issues: the elimination of the contractual 9-day rule; the creation and implementation of a contractual out-of-grade system; and revisions that the Fire Chief wants as to the current Malden Rules and Regulations. The parties understand that any agreements coming out of this Committee are not final unless and until they are reduced to writing and ratified by the Union and the City.

This Agreement is subject to ratification by the Local 902 Bargaining Unit and full funding by the City Council.

Signed and Agreed to this 27<sup>th</sup> day of October, 2021.

Local 902, By:



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President, Local 902

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City of Malden, By:



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Mayor Gary Christenson



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Maura Luise