

**Memorandum of Understanding Between the Town of Middleton and the
Middleton Call Fire Fighters Association**

This agreement is made this 14th day of July, 2014 by and between the Town of Middleton hereinafter called the "Town" and the Middleton Call Fire Fighters Association, hereinafter called the "Association".

Except as specifically modified by this Memorandum, the provisions of the contract between the parties for the period ending June 30, 2017, shall continue in full force and effect.

1. This Memorandum covers the period from July 1, 2014 to June 30, 2017.
2. Hourly pay increases are as follows:
 - Fiscal Year 2014: \$0
 - Fiscal Year 2015: \$0.95
 - Fiscal Year 2016: \$0.45
 - Fiscal Year 2017: \$0.40
3. The Town will pay a one-time Performance and Continuous Duty Incentive, to be paid concurrently with the monthly payroll in December 2014 for all hours worked by Call Fire Fighters during the period December 1, 2013 through November 30, 2014, in the amount of \$0.25 per hour.
4. Association member's minimum hours pay will increase from two to three hours for Call Fire Fighters Association members who respond to a fire or medical emergency at the request of the Fire Chief or Officer in Charge during the hours of 12AM (midnight) through 4AM.
5. Effective July 1, 2014, the Department will require a minimum response level for the Call Fire Fighters Association bargaining unit members to maintain active membership with the Department.

Any member who, after six months of duty from the beginning of the fiscal year, has a five percent or less call back response will be placed into Inactive Call Status. Inactive Call Status will serve as a notification to a member that they must improve their response level or face dismissal. Inactive Call members will be ineligible for the Uniform/Cleaning Allowance as outlined under Article XVI, Section 1.


The response levels will be evaluated by the Department at all subsequent six-month intervals for all members.

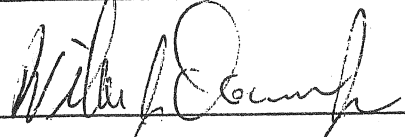
The Fire Chief retains the authority to consider special circumstances of any individual member when warranted regarding adequate response levels. The member must make the Fire Chief aware, in writing, of any circumstances that at the time may affect a member's response level.

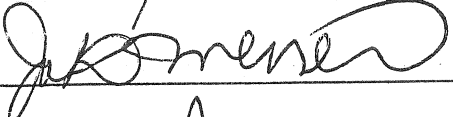
6. The members of the Call Department are responsible to fill two (2) fourteen hour night shifts per day and one (1) eight to ten hour day shift, including all holiday shifts.
7. Members who perform shift duty work on the following special holidays: Thanksgiving, Christmas Day, New Year's Day, Christmas Eve and New Year's Eve shall be paid two times the regular rate of such hours.
8. The members of the Call Department are responsible to fill two (2) fourteen hour night shifts per day and one (1) eight to ten hour day shift, including all holiday shifts. If the Members collectively fail to fill any of the hours within the assigned special holiday shifts as identified in Section 3, all shifts shall be paid at the rate of 1-1/2 of the regular rate of pay for such hours specific to the special holiday.

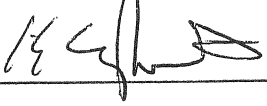
Signed this 14th day of July, 2014.

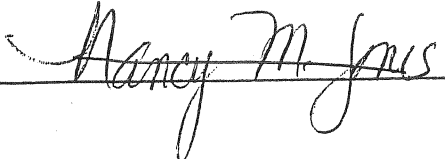
For the Middleton Call Fire Fighters Association



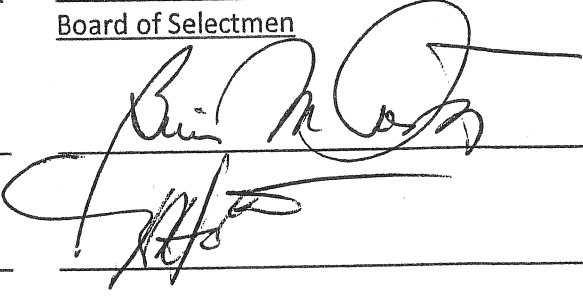


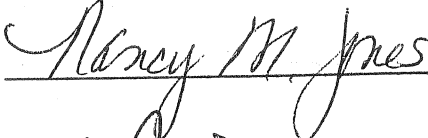


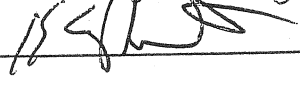




For the Inhabitants of Middleton
Board of Selectmen







Town Administrator



 Ira S. Singer