

**MEMORANDUM OF AGREEMENT BETWEEN  
THE TOWN OF PEPPERELL  
AND  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 5018**

**SEPTEMBER 1, 2022**

WHEREAS, the Town of Pepperell (Town) and the IAFF, Local 5018 (Union) have in effect a mutually ratified collective bargaining agreement until June 30, 2024; and

WHEREAS, the collective bargaining agreement between the Town and the Union provides that the Town may hire EMT's and AEMT's in lieu of Paramedics as long as the department has a minimum of four (4) paramedics on staff; and,


WHEREAS, the Town has a number of vacancies in the Paramedic grade and has been unable to fill such vacancies; and

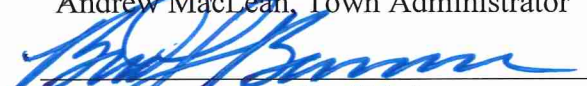
WHEREAS, the Town and the Union have a mutual interest in allowing the Town to fill vacancies with EMT's and AEMT's on a temporary basis:

NOW THEREFORE, the Town and the Union agree as follows:

1. The Town will continue its best efforts to hire new members of the department at the Paramedic level.
2. Notwithstanding the language of Article 28 of the collective bargaining agreement the Town shall be permitted to hire EMT's and AEMT's to fill current department vacancies.
3. This agreement shall be in effect until June 30, 2023, or until such time as the Town employs a total of four (4) Paramedics, whichever shall occur sooner.
4. The Town and the Union agree to suspend implementation of the residency requirement during the term of this Memorandum of Agreement. Anyone hired during this term will not be subject to this requirement.
5. This agreement may be extended upon the mutual agreement of the Town and the Union.
6. All other provisions in the collective bargaining agreement shall remain in full force and effect.


FOR THE TOWN OF PEPPERELL

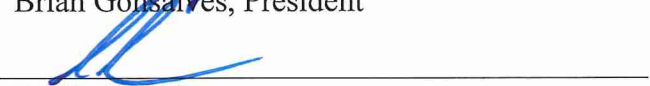
  
\_\_\_\_\_  
Andrew MacLean, Town Administrator

  
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Brian Borneman, Fire Chief

\_\_\_\_\_  
Date: 9/7/22

FOR IAFF, LOCAL 5018

  
\_\_\_\_\_  
Brian Gonsalves, President

  
\_\_\_\_\_  
William White,

\_\_\_\_\_  
Date: 9/7/22