

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF WATERTOWN AND
LOCAL 877 OF THE INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, AFL-CIO-CLC**

The City of Watertown (hereinafter "City") and Local 877 of the International Association of Fire Fighters, AFL-CIO-CLC (hereinafter "Union") hereby agree that an error was included in the current 2024-2025 Agreement between the parties in that while the parties agreed wage increases would occur on January 1, 2024, July 1, 2024, January 1, 2025 and December 31, 2025 the Appendix "A" attached to the Agreement provided for the second wage increase to occur on June 1, 2024 instead of July 1, 2024. This Memorandum of Understanding corrects the error.

Appendix "A" of the Agreement is hereby amended to read as provided on Appendix "A" attached hereto and incorporated by reference.

In witness thereof, this Memorandum of Understanding is effective as of the last date signed.

Signed this 4 day of ^{April}~~March~~ 2024.

**LOCAL 877, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS
AFL-CIO-CLC**



Greg Wellach
President L877

Signed this 8 day of ^{April}~~March~~ 2024.

CITY OF WATERTOWN



Emily McFarland
Mayor

APPENDIX "A"

CITY OF WATERTOWN

AND

LOCAL 877 OF THE INTERNATIONAL ASSOCIATION

OF FIREFIGHTERS AFL-CIO-CLC

FIREFIGHTER WAGE RATES

Firefighter/EMT-B Effective January 1, 2024					
	Yearly Salary		56-Hour Rate		40-Hour Rate
FF Starting	\$	53,695.95	\$	18.44	\$ 25.82
Year 1	\$	55,844.25	\$	19.18	\$ 26.85
Year 2	\$	58,077.60	\$	19.94	\$ 27.92
Year 3	\$	60,979.80	\$	20.94	\$ 29.32
Year 4	\$	68,818.05	\$	23.63	\$ 33.09
Year 6	\$	69,850.20	\$	23.99	\$ 33.58
Year 8	\$	73,725.75	\$	25.32	\$ 35.45
LT. Starting	\$	74,839.63	\$	25.70	\$ 35.98
Year 1	\$	75,962.09	\$	26.09	\$ 36.52
Year 3	\$	80,176.75	\$	27.53	\$ 38.55

Firefighter/EMT-B Effective July 1, 2024					
	Yearly Salary		56-Hour Rate		40-Hour Rate
FF Starting	\$	56,880.75	\$	19.53	\$ 27.35
Year 1	\$	59,136.46	\$	20.31	\$ 28.43
Year 2	\$	61,481.48	\$	21.11	\$ 29.56
Year 3	\$	64,528.79	\$	22.16	\$ 31.02
Year 4	\$	72,758.95	\$	24.99	\$ 34.98
Year 6	\$	73,842.71	\$	25.36	\$ 35.50
Year 8	\$	77,912.04	\$	26.76	\$ 37.46
LT. Starting	\$	79,081.61	\$	27.16	\$ 38.02
Year 1	\$	80,260.20	\$	27.56	\$ 38.59
Year 3	\$	84,685.59	\$	29.08	\$ 40.71

Firefighter/EMT-B Effective January 1, 2025

	Yearly Salary	56-Hour Rate	40-Hour Rate	
FF Starting	\$ 59,724.78	\$ 20.51	\$	28.71
Year 1	\$ 62,093.29	\$ 21.32	\$	29.85
Year 2	\$ 64,555.55	\$ 22.17	\$	31.04
Year 3	\$ 67,755.23	\$ 23.27	\$	32.57
Year 4	\$ 76,396.90	\$ 26.24	\$	36.73
Year 6	\$ 77,534.85	\$ 26.63	\$	37.28
Year 8	\$ 81,807.64	\$ 28.09	\$	39.33
LT. Starting	\$ 83,035.69	\$ 28.52	\$	39.92
Year 1	\$ 84,273.21	\$ 28.94	\$	40.52
Year 3	\$ 88,919.87	\$ 30.54	\$	42.75

Firefighter/EMT-B Effective December 31, 2025

	Yearly Salary	56-Hour Rate	40-Hour Rate	
FF Starting	\$ 59,724.78	\$ 20.51	\$	28.71
Year 1	\$ 62,093.29	\$ 21.32	\$	29.85
Year 2	\$ 64,555.55	\$ 22.17	\$	31.04
Year 3	\$ 67,755.23	\$ 23.27	\$	32.57
Year 4	\$ 76,396.90	\$ 26.24	\$	36.73
Year 6	\$ 77,534.85	\$ 26.63	\$	37.28
Year 7	\$ 81,807.64	\$ 28.09	\$	39.33
LT. Starting	\$ 83,035.69	\$ 28.52	\$	39.92
Year 1	\$ 84,273.21	\$ 28.94	\$	40.52
Year 3	\$ 88,919.87	\$ 30.54	\$	42.75

Firefighter/Paramedic Effective January 1, 2024

	Yearly Salary	56-Hour Rate	40-Hour Rate	
FF Starting	\$ 56,112.00	\$ 19.27	\$	26.98
Year 1	\$ 58,356.90	\$ 20.04	\$	28.06
Year 2	\$ 60,691.05	\$ 20.84	\$	29.18
Year 3	\$ 63,723.45	\$ 21.88	\$	30.64
Year 4	\$ 71,914.50	\$ 24.70	\$	34.57
Year 6	\$ 72,993.90	\$ 25.07	\$	35.09
Year 8	\$ 77,043.75	\$ 26.46	\$	37.04
LT. Starting	\$ 78,207.59	\$ 26.86	\$	37.60
Year 1	\$ 79,380.55	\$ 27.26	\$	38.16
Year 3	\$ 83,784.91	\$ 28.77	\$	40.28

Firefighter/Paramedic Effective July 1, 2024

	Yearly Salary	56-Hour Rate	40-Hour Rate
FF Starting	\$ 59,417.60	\$ 20.40	\$ 28.57
Year 1	\$ 61,774.75	\$ 21.21	\$ 29.70
Year 2	\$ 64,225.60	\$ 22.06	\$ 30.88
Year 3	\$ 67,409.62	\$ 23.15	\$ 32.41
Year 4	\$ 76,010.23	\$ 26.10	\$ 36.54
Year 6	\$ 77,143.60	\$ 26.49	\$ 37.09
Year 8	\$ 81,395.94	\$ 27.95	\$ 39.13
LT. Starting	\$ 82,617.79	\$ 28.37	\$ 39.72
Year 1	\$ 83,849.41	\$ 28.79	\$ 40.31
Year 3	\$ 88,473.94	\$ 30.38	\$ 42.54

Firefighter/Paramedic Effective January 1, 2025

	Yearly Salary	56-Hour Rate	40-Hour Rate
FF Starting	\$ 62,388.48	\$ 21.42	\$ 29.99
Year 1	\$ 64,863.48	\$ 22.27	\$ 31.18
Year 2	\$ 67,436.88	\$ 23.16	\$ 32.42
Year 3	\$ 70,780.10	\$ 24.31	\$ 34.03
Year 4	\$ 79,810.74	\$ 27.41	\$ 38.37
Year 6	\$ 81,000.77	\$ 27.82	\$ 38.94
Year 8	\$ 85,465.73	\$ 29.35	\$ 41.09
LT. Starting	\$ 86,748.87	\$ 29.79	\$ 41.71
Year 1	\$ 88,042.06	\$ 30.23	\$ 42.33
Year 3	\$ 92,897.86	\$ 31.90	\$ 44.66

Firefighter/Paramedic Effective December 31, 2025

	Yearly Salary	56-Hour Rate	40-Hour Rate
FF Starting	\$ 62,388.48	\$ 21.42	\$ 29.99
Year 1	\$ 64,863.48	\$ 22.27	\$ 31.18
Year 2	\$ 67,436.88	\$ 23.16	\$ 32.42
Year 3	\$ 70,780.10	\$ 24.31	\$ 34.03
Year 4	\$ 79,810.74	\$ 27.41	\$ 38.37
Year 6	\$ 81,000.77	\$ 27.82	\$ 38.94
Year 7	\$ 85,465.73	\$ 29.35	\$ 41.09
LT. Starting	\$ 86,748.87	\$ 29.79	\$ 41.71
Year 1	\$ 88,042.06	\$ 30.23	\$ 42.33
Year 3	\$ 92,897.86	\$ 31.90	\$ 44.66