

SIDE LETTER AGREEMENT

The City of Watertown ("Employer") and the Local 877 of the International Association of Fire Fighters, AFL-CIO-CLC ("Union") (together the "Parties") agree to the following Side Letter to the Parties' Collective Bargaining Agreement ("CBA") effective from January 1, 2024 through December 31, 2025.

WHEREAS, the Employer and the Union have entered into a collective bargaining agreement, which agreement expires on December 31, 2025 (the "Agreement"); and

WHEREAS, the Employer and the Union desire to modify certain provisions of said Agreement.

NOW, THEREFORE, in consideration of the mutual promises contained hereinafter, and other good and valuable consideration, the sufficiency of which is hereby acknowledged by the Parties, the Employer and Union agree as follows:

1. The Agreement shall be extended for a period of one (1) year and remain in full force and effect to and including December 31, 2026.
2. 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.

Dated this _____ day of _____, 2025.

CITY OF WATERTOWN

BY: _____

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

BY: *Alex Braunschweig*
Alex Braunschweig, President



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					
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					
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					
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					
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 January 1, 2026					
	Yearly Salary	56-Hour Rate	40-Hour Rate		
FF Starting	\$ 62,113.78	\$ 21.3303	\$		29.8624
Year 1	\$ 64,577.02	\$ 22.1762	\$		31.0466
Year 2	\$ 67,137.78	\$ 23.0556	\$		32.2778
Year 3	\$ 70,465.44	\$ 24.1983	\$		33.8776
Year 4	\$ 79,452.78	\$ 27.2846	\$		38.1985
Year 6	\$ 80,636.24	\$ 27.6910	\$		38.7674
Year 7	\$ 85,079.94	\$ 29.2170	\$		40.9038
LT. Starting					
LT. Starting	\$ 86,357.12	\$ 29.6556	\$		41.5178
Year 1	\$ 87,644.14	\$ 30.0976	\$		42.1366
Year 3	\$ 92,476.66	\$ 31.7571	\$		44.4599

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					
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					
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					
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					
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 January 1, 2026					
	Yearly Salary		56-Hour Rate		40-Hour Rate
FF Starting	\$ 64,884.02	\$	22.2816	\$	31.1942
Year 1	\$ 67,458.02	\$	23.1655	\$	32.4317
Year 2	\$ 70,134.36	\$	24.0846	\$	33.7184
Year 3	\$ 73,611.31	\$	25.2786	\$	35.3901
Year 4	\$ 83,003.17	\$	28.5038	\$	39.9054
Year 6	\$ 84,240.81	\$	28.9288	\$	40.5004
Year 7	\$ 88,884.36	\$	30.5235	\$	42.7329
LT. Starting					
LT. Starting	\$ 90,218.82	\$	30.9817	\$	43.3744
Year 1	\$ 91,563.74	\$	31.4436	\$	44.0210
Year 3	\$ 96,613.77	\$	33.1778	\$	46.4489