

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE TOWN OF HUDSON  
AND  
LOCAL 1713, I.A.F.F.  
FY2025-2027**

WHEREAS, the Collective Bargaining Agreement (the "Agreement") between the TOWN OF HUDSON (the "Town") and LOCAL 1713, I.A.F.F. (the "Union") was scheduled to expire on June 30, 2024; and

WHEREAS, the Town and the Union have engaged in successor negotiations, and have negotiated a successor agreement;

NOW, THEREFORE, the Town and the Union agree that the successor Agreement shall consist of the present Collective Bargaining Agreement, except as modified herein, as follows.

**1. Article 3, Wages.**

A. The Town agrees to provide the following base wage increases:

Effective July 1, 2024	2.5%
Effective July 1, 2025	2.5%
Effective July 1, 2026	2.5%

The parties agree that members shall receive retroactivity back to July 1, 2024 on wages and all contractual provisions that are base sensitive.

B. Effective July 1, 2025, the Town agrees to restructure the salary schedule as follows:

The firefighter salary schedule shall be collapsed and there will be five steps, and the lieutenant salary schedule shall be collapsed, and there will be two steps. The top firefighter step shall be calculated at 3% and 2% higher than the fourth step. The top lieutenant step shall be calculated at 3% and 2% higher than the first step. The 3% and 2% calculation shall be done in a manner consistent with how it is being done presently. Sections 2-5 of Article 3 which pertain to senior firefighters and senior lieutenants shall be deleted.

C. Effective July 1, 2026, the Town agrees to add a new top step at 2.0% above the existing top step for firefighters and lieutenants.

2. Article 8, Clothing Allowance: The Town agrees to increase the clothing allowance to \$900 effective July 1, 2025, and increase it to \$1,000 effective July 1, 2026.

3. Article 23, Hours of Work: The parties agree to amend Section E by reducing the compensatory time cap to 96 hours effective January 1, 2025. With respect to any comp

time above 96 hours as of January 1, 2025, bargaining unit members shall use that time by June 30, 2025.

4. Article 41, Residence: The parties agree to amend Article 41 as follows:

Within one hundred eighty (180) days of their employment and thereafter, all employees shall reside within a ~~ten (10)~~ **fifteen (15)** mile radius of the limits of the Town of Hudson. ~~The parties will explore legislative approval to expand the residency radius to fifteen (15) miles for all firefighters.~~

5. Signing Bonus: The Town agrees to pay a one-time signing bonus to each bargaining unit member of \$500.

This Agreement is subject to ratification by the Union and the Select Board, and shall be subject to appropriation by Town Meeting. All provisions are effective upon appropriation and all economic items are fully retroactive upon appropriation, except as provided herein.

THIS AGREEMENT has been executed by the duly authorized representatives of the Town of Hudson and Local 1713, I.A.F.F., subject to the conditions herein.

TOWN OF HUDSON

By: Thomas Gregory  
Thomas Gregory  
Executive Assistant

Date: 12 / 9 / 24

LOCAL 1713, I.A.F.F.

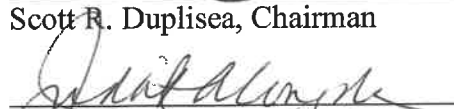
By: Lt. Jeffrey Chaves  
Lt. Jeffrey Chaves  
President

Date: 12 / 9 / 24

RATIFIED:

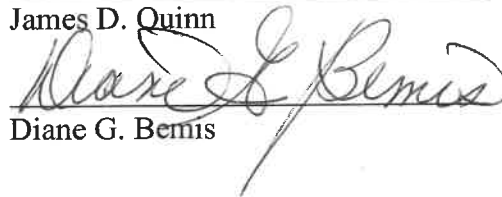
TOWN OF HUDSON  
SELECT BOARD

  
\_\_\_\_\_  
Scott R. Duplisea, Chairman

  
\_\_\_\_\_  
Judy Congdon, Vice Chairman

  
\_\_\_\_\_  
Steven C. Sharek, Clerk

\_\_\_\_\_  
James D. Quinn

  
\_\_\_\_\_  
Diane G. Bemis

Date: 12/16/2024

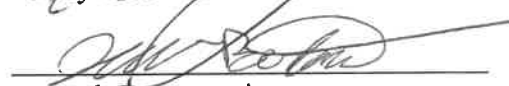
LOCAL 1713, I.A.F.F

  
\_\_\_\_\_  
Lt. Jeffrey Chaves, President

  
\_\_\_\_\_  
Lt. Marc Exarhopoulos, Vice President

  
\_\_\_\_\_  
Lt. Christopher Devoe, Secretary

  
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FF Kyle Schaeffer

  
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FF Jack Bertonassi

Date: 12/10/24