

**Memorandum of Agreement  
Fiscal Year 2023**

Agreement is hereby made this 4th day of April, 2023 by and between the Town of Needham (hereinafter the "Town") and the Needham Firefighters Local 1706 Units A and C (hereinafter the "Union"). Except as expressly set forth herein, all provisions of the collective bargaining agreement between the Town and the Union, which by its terms is in effect through June 30, 2022, remain in full force and effect.

1. The term of the Agreement shall be July 1, 2022 through June 30, 2023.
2. All Base Wages contained in Article 25 (Unit A) and Article 22 (Unit C) shall be increased by 2.5% effective July 1, 2022.

Town of Needham

M. Blooley  
Mark Allen  
Ryan [unclear]  
[unclear]  
[unclear]  
Date: 4-4-2023

Needham Firefighters Local 1706

[unclear]  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Date: 04 / 04 / 2023

[unclear]  
4-4-2023  
Town Manager/Date

*This agreement shall be executed in one or more counterparts, each of which when so executed shall constitute but one and the same instrument*

**FY2023 - Effective July 1, 2022 (42 Hours)**

GRADE	Step 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Captain						\$41.87	\$43.97	\$44.86	\$45.78
Lieutenant				\$35.53	\$37.01	\$38.52	\$40.46	\$41.27	\$42.09
Firefighter		\$26.76	\$28.10	\$29.50	\$30.98	\$32.52	\$34.18	\$34.86	\$35.56

**FY2023 - Effective July 1, 2022 (40 Hours)**

GRADE	Step 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Fire Inspector		\$28.10	\$29.48	\$30.97	\$32.51	\$34.13	\$35.85	\$36.58	\$37.31
EMS Administrator		\$28.10	\$29.48	\$30.97	\$32.51	\$34.13	\$35.85	\$36.58	\$37.31

**FY2023 - Effective July 1, 2022 (42 Hours)**

GRADE	Step 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Deputy				\$44.07	\$46.01	\$47.91	\$50.29	\$52.32

**FY2023 - Effective July 1, 2022 (40 Hours)**

GRADE	Step 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Deputy of Operations						\$55.24	\$58.06	\$60.39