

Memorandum of Agreement

By and between

New England Police Benevolent Association, Inc., Local 604

And

Town of Fort Fairfield, Maine

WHEREAS, the Town of Fort Fairfield (the “Town”) and New England Police Benevolent Association, Inc., Local 604 (the “Union”), have bargained collectively for a new collective bargaining agreement (the “New Agreement”) for the period July 1, 2025 through June 30, 2027.

WHEREAS, the Town and the Union have reached an agreement.

NOW THEREFORE, in consideration of the mutual promises herein, the Union and the Town agree that the following changes will be incorporated into the collective bargaining agreement, subject to the required ratifications:

1. **ARTICLE 13 – SICK LEAVE**

Add new Section 9 to read:

If a member is injured on duty (IOD) and receiving Workman’s Compensation, the employee will receive sixty-six percent (66%) of their pay, calculated by averaging their wages over the previous twelve (12) months, from the workman’s compensation provider pursuant to Workman’s Compensation. The Town also agrees to pay its share of the employees’ health insurance benefits during their absence.

2. **ARTICLE 13 – SICK LEAVE**

Add new Section 10 to read:

Members of this agreement will participate in the Paid Family Medical Leave Act with the Town covering one hundred percent (100%) of the cost of the employee’s participation in the plan or its equivalent.

3. **ARTICLE 16 – VACATIONS**

Amend Section 1 to read:

Section 1 Each full-time employee shall be entitled to the following paid vacations:

12 hours per month for 1 to 7 years of service

18 hours per month for 8 to 15 years of service
24 hours per month for over 16 years of service

4. **ARTICLE 16 – VACATIONS**

Amend Section 2 to read:

Section 2 Entitlement to vacation shall be measured from the employee's anniversary date *with the Town*.

5. **ARTICLE 19 – WAGES and LONGEVITY**

Add new Wage Scale as follows:

YEARS		July 1, 2025		July 1, 2026
0 – 1		\$27.90		\$29.29
2		\$29.10		\$30.55
3		\$29.69		\$31.17
4		\$30.28		\$31.80
5		\$31.87		\$33.46
6		\$33.08		\$34.73
7		\$33.52		\$35.19
8		\$33.97		\$35.67
9		\$34.43		\$36.15
10		\$34.88		\$36.63
11		\$35.18		\$36.94
12		\$35.48		\$37.25
13		\$35.67		\$37.46
14		\$35.87		\$37.66
15		\$36.08		\$37.88
20		\$37.28		\$39.14
25		\$38.48		\$40.40

6. **ARTICLE 19 – WAGES and LONGEVITY**

Amend the fifth paragraph of Section 1 to read:

On Call Pay: An Officer or Sergeant, who is required to be “on-call” shall be paid an annual amount of Three Thousand Dollars (\$3,000.00) which will be divided into 12 and is paid as a month stipend of Two Hundred Fifty Dollars (\$250.00) per month.

Non-standard work week: In recognition of the non-standard nature of a police officer's work week, to include the required flexibility and adjustments made to one's personal life and plans, all classifications (Officer and Sergeant) will receive a five and one-half

percent (5.5%) per hour stipend regardless of assignment, schedule or current rate of base pay starting on the approval date of this amended agreement.

7. **ARTICLE 19 – WAGES and LONGEVITY**

Add a new Section 2 to read:

Specialty Pay: When a full-time officer is training a new officer, as directed by the Chief of Police, they shall receive an additional one dollar (\$1.00) per hour for all hours worked.

Canine Handler:

- (a) Applicants must submit a letter of intent to the Chief, followed by an oral board interview conducted by a panel of certified canine handlers and/or ranking officers in the Department.
- (b) Canine Handlers will be paid an additional four (4) hours of overtime pay per week to compensate for the care, feeding and training of the dog.
- (c) Applicants for the Canine Handler position must own or reside at a property which is suitable for the care and maintenance of a police canine.
- (d) When the Canine Handler is on vacation the Town will be responsible for kennel care until the handler returns.

8. **ARTICLE 19 – WAGES and LONGEVITY**

Add a new Section 3 to read:

Section 3 EMS PAY: Full-time officers who hold current EMS licensure at the EMT level and maintain their status with the Fort Fairfield Fire EMS Department will receive a yearly stipend of Five Hundred Dollars (\$500.00). Advanced EMT level will receive Seven Hundred Fifty Dollars (\$750.00) and Paramedic level will receive One Thousand Dollars (\$1,000.00) annually in addition to their base pay. Stipends will be distributed monthly.

9. **ARTICLE 19 – WAGES and LONGEVITY**

Add a new Section 4 to read:

Fitness Incentive: Employees who choose to participate in the adopted fitness test (see standard below), will receive a Two Hundred Fifty Dollar (\$250.00) stipend for passing the 40th percentile and a Five Hundred Dollar (\$500.00) stipend for passing the 50th

percentile per successful test. Employees are eligible to receive this stipend once per year.

Fitness Test	MALE	40th %			FEMALE	40th %		
	20 – 29	30 –39	40 -49	50 –59	20- 29	30 –39	40 –49	50 - 59
1 Min. Push up	29	24	18	13	15	11	9	3
1 Min. Sit up	38	35	29	24	32	25	20	14
1.5 mi. run	12:38	13:04	13:49	15:03	14:50	15:38	16:21	18:07

Fitness Test	MALE	50th %			FEMALE	50th %		
	20 – 29	30 –39	40 -49	50 –59	20- 29	30 –39	40 –49	50 - 59
1 Min. Push up	33	27	21	15	18	14	11	5
1 Min. Sit up	40	36	31	26	35	27	22	17
1.5 mi. run	11:58	12:25	13:11	14:16	14:07	14:34	15:24	17:13

10. ARTICLE 20 – HEALTH INSURANCE

Add a new Section 2 to read:

The Town will provide an annual stipend of Five Hundred Dollars (\$500.00) for each employee at the beginning of each fiscal year.

11. HOUSEKEEPING

Amend the name of the insurance company in ARTICLE 20 – HEALTH INSURANCE to reflect the name change to Baxter Plan.

Amend the dates in ARTICLE 37 – DURATION OF AGREEMENT to reflect the new two (2) year contract date of July 1, 2025 through June 30, 2027.

This Agreement is subject to ratification by the Town of Fort Fairfield and by New England Police Benevolent Association, Inc., Local 604 and to appropriation. This

Agreement shall not be implemented unless the parties have ratified and fully executed the Agreement.

This Agreement has been duly executed by authorized representatives of the Town of Fort Fairfield and by New England Benevolent Association, Inc., Local 604.

IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this Memorandum of Agreement on this __ day of March, 2025.

TOWN OF FORT FAIRFIELD
By its Bargaining Team,
duly authorized.

NEW ENGLAND POLICE BENEVOLENT
ASSOCIATION, Local 604,
By its Bargaining Team, duly authorized.

Timothy R. Goff, Town Manager

Jesse Cormier, President Local 604
