



## Town of Douglas FIRE/EMS Department

Chief John J. Furno

64 Main Street

Douglas, MA 01516

Phone: 508-476-2267 Fax: 508-476-3912

To: Board of Selectmen  
Cc: TA Wojcik, Lisa Freeman  
From: Chief Furno  
Date: 1/5/2026  
Re: Ratification of revised Firefighter CBA language – compensation chart addition

Please see the attached proposed grade/steps for Firefighter/EMT-Advanced, to be included as part of Article XV, Pay Schedules, Section 15.01 of the Douglas Professional Firefighters Collective Bargaining Agreement. Existing grades/steps are included as a separate attachment.

We have hired a career Firefighter/EMT-Basic who will soon obtain EMT-Advanced certification. This certification represents a level between EMT-Basic and EMT-Paramedic, with a scope of practice that is closer to EMT-Basic than to an EMT-Paramedic. The current collective bargaining agreement does not include provisions for the Firefighter/EMT-Advanced grade.

To reflect the increased responsibilities associated with this role compared to Firefighter/EMT-Basic, my office, town leadership, and union leadership have agreed—pending ratification by your board—to establish Firefighter/EMT-Advanced as a new grade under Article XV, Section 15.01. This grade would be compensated at approximately 8% above the Firefighter/EMT-Basic rate. For reference, the Firefighter/Paramedic classification is compensated at approximately 20% above the Firefighter/EMT-Basic rate.

Grade	Step	FY2026	FY2027
COLA		2%	2%
FF/EMT-Advanced	1	\$25.83	\$26.35
	2	\$26.42	\$26.95
	3	\$27.00	\$27.54
	5	\$28.03	\$28.59
	10	\$29.32	\$29.91
	15	\$30.61	\$31.22
	20	\$32.16	\$32.81

*[Handwritten signature]*  
1-5-26

- (b) STEP #2. If a satisfactory solution is not reached under STEP #1, the employee and/or the Union shall submit the nature and facts of the grievance in writing to the Town Administrator within five (5) calendar days of the Chief's decision. The Town Administrator will meet with the employee, Chief, and Union, if requested, within ten (10) calendar days of receiving the grievance and will render a decision in writing within five (5) calendar days. If there is no satisfactory adjustment at STEP #2, the grievance may be submitted to STEP #3.
- (c) STEP #3. In the event that the grievance is not settled in STEP #2, it may be submitted to arbitration within fifteen (15) calendar days of the Town Administrator's denial or failure to respond. The arbitration shall be conducted in compliance with the rules of the American Arbitration Association. Each of the Parties shall be responsible for half of the cost of such arbitration. The decision of the arbitrator shall be binding on both Parties.

#### **Article XIV. HOURS OF WORK**

**Section 14.01** A shift tour of duty shall consist of a 10 hour day shift tour from 0700 am to 1700pm and a 14 hour night shift tour from 1700 pm to 0700 am totaling twenty-four (24) consecutive hours.

**Section 14.02** Employees are prohibited from working more than forty-eight (48) consecutive hours without authorization from the Chief. Employees working more than 48 consecutive hours with Chief's approval, shall be approved for a three (3) hour rest period (such rest period can be interrupted with emergency responses).

**Section 14.03** The shift rotation will consist of nine (9) consecutive twenty-four (24) hour periods, with employees on or off duty as follows:

Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Day 8	Day 9
On	Off	On	Off	On	Off	Off	Off	Off

**Section 14.04** Each bargaining unit member shall be assigned to a working group. The shift rotation shall be staggered such that there will be a shift on duty twenty-four (24) hours a day, seven (7) days a week.

#### **Article XV. PAY SCHEDULES**

**Section 15.01** The following pay schedule shall be in place for the term of this contract:

Grade	Step	FY 2025	FY 2026	FY 2027
COLA		0%	2%	2%
Recruit - Probationary		\$ 21.11	\$ 21.53	\$ 21.96
FF/EMT - B	1	\$ 23.45	\$ 23.92	\$ 24.40
	2	\$ 23.98	\$ 24.46	\$ 24.95
	3	\$ 24.51	\$ 25.00	\$ 25.50
	5	\$ 25.44	\$ 25.95	\$ 26.47



	10	\$ 26.62	\$ 27.15	\$ 27.69
	15	\$ 27.79	\$ 28.34	\$ 28.91
	20	\$ 29.20	\$ 29.78	\$ 30.37
EMT - P (only)	1	\$ 25.60	\$ 26.11	\$ 26.63
	2	\$ 26.18	\$ 26.70	\$ 27.23
	3	\$ 26.75	\$ 27.29	\$ 27.83
	5	\$ 27.78	\$ 28.33	\$ 28.90
	10	\$ 29.06	\$ 29.64	\$ 30.23
	15	\$ 30.34	\$ 30.94	\$ 31.56
	20	\$ 31.87	\$ 32.51	\$ 33.16
FF/EMT - P	1	\$ 28.16	\$ 28.72	\$ 29.30
	2	\$ 28.79	\$ 29.37	\$ 29.96
	3	\$ 29.43	\$ 30.02	\$ 30.62
	5	\$ 30.55	\$ 31.16	\$ 31.79
	10	\$ 31.96	\$ 32.60	\$ 33.25
	15	\$ 33.37	\$ 34.04	\$ 34.72
	20	\$ 35.06	\$ 35.76	\$ 36.48
LT/EMT - B	1	\$ 32.85	\$ 33.50	\$ 34.17
	2	\$ 33.58	\$ 34.26	\$ 34.94
	3	\$ 34.32	\$ 35.01	\$ 35.71
	5	\$ 35.64	\$ 36.35	\$ 37.08
	10	\$ 37.28	\$ 38.02	\$ 38.79
	15	\$ 38.92	\$ 39.70	\$ 40.49
	20	\$ 40.89	\$ 41.71	\$ 42.54
LT/EMT - P	1	\$ 35.31	\$ 36.01	\$ 36.73
	2	\$ 36.10	\$ 36.83	\$ 37.56
	3	\$ 36.90	\$ 37.64	\$ 38.39
	5	\$ 38.31	\$ 39.08	\$ 39.86
	10	\$ 40.08	\$ 40.88	\$ 41.69
	15	\$ 41.84	\$ 42.68	\$ 43.53
	20	\$ 43.96	\$ 44.84	\$ 45.74
Captain		\$ 42.88	\$ 43.74	\$ 44.61

**Section 15.02** The Chief may, in his/her sole discretion, place a new hire at any step of the above wage scale based upon qualifications and experience.

#### **Article XVI. PROMOTIONAL PROCESS**

##### **Section 16.01** Posting of Promotional Opportunities

- (a) Promotional evaluation announcements will be posted in the station at least thirty (30) days prior to the deadline to submit a letter of intent to test for the position and a resume.



TOWN OF DOUGLAS  
OFFICE OF THE TOWN CLERK



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Christine E.G. Furno, CMC/CMMC  
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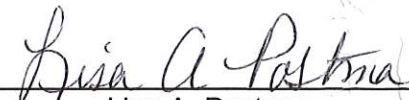
Lisa A. Postma  
Asst. Town Clerk  
lpostma@douglas-ma.gov

I hereby certify that at the meeting of the Board of Selectmen held on Tuesday, January 20, 2026, the Board of Selectmen voted as follows:

Motion made by Tim Bonin to ratify the revised Firefighters CBA language as presented in the chart to reflect the addition of the EMT Advanced position, seconded by Mike Fitzpatrick, all in favor, the vote passed unanimously.

True Copy,

ATTEST:

  
\_\_\_\_\_  
Lisa A. Postma  
Douglas Assistant Town Clerk