

**Extension of Collective Bargaining Agreement
July 1, 2020 – June 30, 2021**

This Extension of Collective Bargaining Agreement (“Extension”) is entered into by the Town of Gray, Maine (the "Town") and the Gray Fire Fighters Union, IAFF Local 5007 ("Union"), jointly referred to herein as the "Parties".

The purpose of this Extension is for the Parties to continue the terms and conditions of the Collective Bargaining Agreement between the Town and the Union that expired effective June 30, 2020 (the “CBA”) subject to the following additional terms and conditions:

1. The CBA shall be extended to expire June 30, 2021.
2. All terms and conditions of the CBA not otherwise affected by this Extension shall remain effective and applicable until a successor CBA is executed.
3. This Extension shall be effective upon the date of signature by all Parties.
4. The following provisions of the CBA are hereby repealed and replaced as follows:

**ARTICLE 18
UNIT EMPLOYEE WAGES**

Section 1: Compensation: Unit employees shall be paid an annual salary based on an hourly rate of pay pursuant to the Classification & Compensation Plan outlined below. For each year of this agreement, the Unit employee's hourly rate will be increased by 3% effective on July 1, 2020.

Section 2: Unit Employee Wage Scale:

Unit Position	Current Rate	July 1, 2020
EMT Basic	\$16.98	\$17.49
EMT Basic	\$17.32	\$17.84
EMT Advance	\$17.32	\$17.84
FF/Mechanic	\$17.32	\$17.84
FF/Mechanic	\$17.67	\$18.20
Paramedic	\$18.40	\$18.95

Section 3: Shift Officer Stipend: The Fire Chief may, at his discretion, designate a Unit Employee who holds the title of Lieutenant or Captain to serve as a Shift Officer. When serving as a Shift Officer, the Unit Employee shall receive the following stipend:

Lieutenant	\$0.75/hour
Captain	\$1.00/hour

The stipend outlined above shall apply for each hour worked during any shift or portion of a shift in which the Unit Employee has been designated by the Chief and is serving as the Shift Officer. This stipend shall replace all other stipends currently offered to Unit Employees for supervisory duties, including, but not limited to the stipends currently paid for nightly duty officers, Lieutenants and Captains.

Unit Employees who do not currently hold the rank of Lieutenant or Captain may be eligible to be promoted to such rank through an application process as outlined in the Department's SOP to be developed by the Chief.

Call Company members who are also Unit Employees as of execution of this Agreement will retain their Call Company rank for purposes of their eligibility to serve as a Shift Officer under this Article. All Call Company members who become Unit Employees after the execution of this Agreement or who do not hold the rank of Lieutenant or Captain in the Call Company as of the date of the execution of this Agreement will only be promoted within the Unit through the application process to be developed by the Chief.

The promotional process, the number of promotions within the Department, the number of Shift Officers, the assignment of Shift Officers and all other decisions regarding the selection, designation and duties of Shift Officers shall be set forth in an S.O.P. to be published by the Chief.

ARTICLE 19 DURATION AND CHANGE

Section 4: Duration of this Agreement: This Agreement shall be in effect and binding upon both the Town and Union upon ratification by the parties and shall remain in effect through June 30, 2021. In the event that collective bargaining shall not have been successfully completed prior to the expiration of said Agreement, the Parties hereto agree that the provisions of this Agreement shall remain in full force and effect until such time as a successor agreement has been negotiated and executed by the Parties.

[SIGNATURE PAGE TO FOLLOW]

TOWN OF GRAY

DATED: Sept 28, 2020

By: Deborah Cabana
Its Town Manager, duly authorized

GRAY FIRE FIGHTERS UNION

DATED: Oct. 28, 2020

By: Mark Rowley
Its President, duly authorized