

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**THE TOWN OF AYER**

**AND**

**THE AYER FIRE DEPARTMENT (IAFF LOCAL 2544)**

**July 1, 2016**

Now comes the Town of Ayer, ("TOWN") and the Ayer Fire Department (IAFF Local 2544) ("UNION") and for good and valuable consideration agrees as follows:

The Town and the Union agree to the following:

The Chief at his sole discretion shall be allowed to use the Call Department to fill an eight-hour day shift on weekends: Saturday and Sunday.

these personnel shall be used as additional personnel and will not be used to supplement the Union workforce;

the use of call personnel is not intended to replace fulltime personnel or to avoid filling fulltime shift during absences;

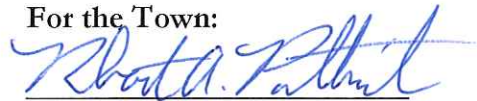
the intent of the use of call personnel is to allow call personnel to gain needed exposures and experience to operate as call members;

is subject to appropriation;

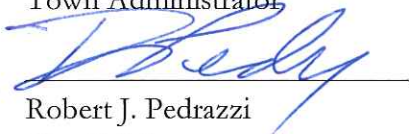
the authorization to utilize call personnel will sunset with the close of the contract and will need to be reauthorized on or before June 30, 2019.

The Parties mutually agree to the terms of this Memorandum of Agreement on July 1, 2016.

**For the Town:**

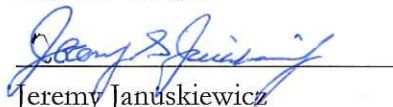


Robert A. Pontbriand  
Town Administrator



Robert J. Pedrazzi  
Fire Chief

**For the Union:**



Jeremy Januskiewicz  
President