

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made and entered into by the Town of Milton, Vermont (hereafter "Town") and the American Federation of State County and Municipal Employees Council 93, Local 1343, AFL-CIO Chapter 10 (hereafter "Union").

WHEREAS the Town and the Union are parties to a Collective Bargaining Agreement ("CBA") that was extended by agreement of the parties to cover the period from July 1, 2024 to June 30, 2028, and,

WHEREAS, the Union was certified on March 1, 2024, by the Vermont Labor Relations Board in Docket No. 24-01 as the exclusive bargaining representative for the Town's full-time Rescue employees, and,

WHEREAS, after due deliberation and discussion, the Town and the Union have agreed to modify the current CBA to include and incorporate provisions specific to full-time Rescue employees,

NOW, THEREFORE in consideration of mutual promises herein, the Town and the Union agree the following changes will be incorporated into the parties' current collective bargaining agreement as follows:

1. That the current CBA is modified and amended to include and incorporate the terms and conditions as set forth in Appendix E, [including modifications to Appendix E set forth in this memorandum of agreement](#).
2. Other than as expressly stated herein, this memorandum of agreement makes no other modifications or amendments to the CBA.
3. This memorandum of agreement represents the full and complete understanding of the Town's and the Union's agreement to modify and amend the CBA.
4. This memorandum of agreement may not be modified in whole or in part, except by the parties in a written and signed agreement by duly authorized representatives.
5. This memorandum of agreement is subject to ratification votes by both the

Town Selectboard or their appointed designee and the Union Membership.
Both Parties acknowledge they have agreed to bargain at this time only
over Appendix F and no other contract provision of matter is subject to
bargaining at this time.

IN WITNESS WHEREOF, the duly authorized representative of the Town and
the Union affix their signatures on the dates specified below.

Town of Milton

By: 

Date: 9-4-2025

A.F.S.C.M.E.

By: 

Date: 09/04/2025

APPENDIX E

(A.F.S.C.M.E. Contract - July 1, 2024-June 30, 2028)

SECTION 401 - Rate of Pay

- A. Effective July 1, 2018, there will be a 1.5 % Annual Base Pay adjustment with 1% Step increases. Effective July 1, 2019 there will be a 2% Annual Base Pay adjustment with 1% Step increases. Effective July 1, 2020, there will be a 2.5% Annual Base Pay adjustment with 1% Step increases.
- B. All Bargaining Unit Members who are not at the maximum step of the attached Wage and Classification Schedule shall advance to the next higher step on July 1 of this agreement.
- C. Bargaining Unit Members who are at the maximum step shall receive a bonus of 1% on their anniversary date of hire each year of this agreement.
- D. **Rescue:** Two (2) new step grids shall be created for AEMT and Paramedics with **Eleven (11)** ~~Twenty (20)~~ steps. ~~The starting salary per hour for AEMT will be \$24.00 per hour, the starting salary rate for Paramedics will be \$27.00 per hour.~~ The starting wages for both AEMT and Paramedics will be determined by the current fiscal year's wage scale, with 2% step increases for both grids. Attached as Appendix F.
- E. Each current full-time rescue employee's step as of August 24, 2025, through June 30, 2028, shall be indicated in Appendix F, subject to potential step modifications as described below.

~~Effective July 1, 2024, current Rescue bargaining unit employees shall receive a 15% increase to their base salary rate of pay spread out over the next three years, as follows:~~

~~FY 25 5%~~

~~FY 26 5%~~

~~FY 27 5%~~

~~Current bargaining unit employees shall be placed on their respective grids as follows:~~

Town of Milton Supposal 6.24.24											
		Current	5%	Placement on Grid FY 2025		5%	Placement on Grid FY 2026		5%	Placement on Grid FY 2027	
Employee	Position	FV24	FV25			FV26			FV27		
Mikaela	PARA	\$26.00	\$27.30	Step 2	\$27.54	\$ 28.67	Step 4	\$28.65	\$ 30.10	Step 7	\$30.41
Thomas	PARA	\$26.00	\$27.30	Step 2	\$27.54	\$ 28.67	Step 4	\$28.65	\$ 30.10	Step 7	\$30.41
Jack	AEMT	\$23.00	\$24.15	Step 2	\$24.48	\$ 25.36	Step 4	\$25.47	\$ 26.63	Step 6	\$26.50
Brennan	AEMT	\$23.93	\$25.13	Step 4	\$25.47	\$ 26.38	Step 6	\$26.50	\$ 27.70	Step 8	\$27.57

Current AEMT bargaining unit employees who successfully complete coursework for certification and licensure as Paramedics shall be placed at step 1 on the Paramedic scale. AEMTs with greater tenure who successfully complete coursework for certification and licensure as Paramedics shall be slotted onto the Paramedics step scale. Their slot is determined by increasing their current rate of pay 6.25% over their existing rate and placing them on the PARA scale on the step closest to that amount and then moving them up the scale two steps. In no event shall an employee receive a lower rate of pay than they would have earned on the AEMT scale.

The Town has the sole discretion to place new hires on their respective grids at a step commensurate with their level of experience.

1. **Appendix F - WAGE SCALE**

Change and amend as follows:

7/1/2025	1	2	3	4	5	6	7	8	9	10	11
AEMT	30.11	30.71	31.32	31.95	32.59	33.24	33.90	34.58	35.28	35.98	36.70
Paramedic	34.00	34.68	35.37	36.08	36.80	37.54	38.29	39.05	39.84	40.63	41.45

7/1/2026	1	2	3	4	5	6	7	8	9	10	11
AEMT	30.71	31.32	31.95	32.59	33.24	33.90	34.58	35.28	35.98	36.70	37.44
Paramedic	34.68	35.37	36.08	36.80	37.54	38.29	39.05	39.84	40.63	41.45	42.27

7/1/2027	1	2	3	4	5	6	7	8	9	10	11
AEMT	31.32	31.95	32.59	33.24	33.90	34.58	35.28	35.98	36.70	37.44	38.18
Paramedic	35.37	36.08	36.80	37.54	38.29	39.05	39.84	40.63	41.45	42.27	43.12

Name	7/1/2025	Step	8/24/2025	Step	7/1/2026	Step	7/1/2027	Step
Brennan Bordonaro	28.92	P-2	34.68	P-2	36.08	P-2	37.54	P-4
Katie Escobedo	28.35	P-1	34.00	P-1	35.37	P-1	36.80	P-3
Jenny Schulz	26.22	A-3	31.32	A-3	32.59	A-3	33.90	A-5
Dan Dieringer	27.83	A-6	33.24	A-6	34.58	A-6	35.98	A-8

A.F.S.C.M.E. CONTRACT

Ratification:

JULY 1, 2024-JUNE 30, 2028