

**MEMORANDUM OF AGREEMENT (“MOA”)
BY AND BETWEEN
THE CITY OF SCRANTON
AND
LOCAL UNION NO. 60
OF THE INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS, AFL-CIO**

WHEREAS, the City of Scranton (“the City”) and International Association of Fire Fighters, Local Union No. 60 (“the Union”) are parties to a collective bargaining agreement covering employees in the City’s Fire Department, i.e., effective January 1, 2022, through December 31, 2026 (“CBA”).

WHEREAS, the City and the Union (collectively, “the Parties”), wish to extend the terms of their existing CBA for a period of two additional years, i.e., through December 31, 2028, under the terms provided hereinbelow.

NOW THEREFORE, it is agreed by and between the City and the Union, by and under this Memorandum of Agreement (“Extension MOA”), which shall operate and be regarded as a successor agreement, as follows:

1. EXTENSION OF COLLECTIVE BARGAINING AGREEMENT

The parties’ current CBA shall be extended for a period of two years, commencing on January 1, 2027, and expiring on December 31, 2028, in the manner set forth in II, below.

I. AFFECTED, UNAFFECTED PROVISIONS

Except as otherwise specifically provided by this Extension MOA, all terms and conditions of the current CBA, including those that occurred as scheduled during its term or upon modification mutually agreed further agreement between the parties, or by arbitral determination, shall continue and remain in full force and effect for the duration of this Extension MOA.

II. WAGES

ARTICLE VIII WAGES. The wages for bargaining unit firefighters (viz., Bargaining Unit Members) shall be amended under this Extension MOA as follows, such amendments occurring, and to be placed in the CBA, under Subsection 2 of Article VIII.:

- **For 2027**: The base wage of Bargaining Unit Members (with appropriate adjusted for rank) shall be increased by 3.0% effective January 1, 2027, *provided* that firefighters who have not completed four (4) full years of service as a City of Scranton Firefighter will follow their incremental wage schedule.
- **For 2028**: The base wage of Bargaining Unit Members (with appropriate adjusted for rank) shall be increased by 3.0% effective January 1, 2028, *provided* that firefighters who have not completed four (4) full years of service as a City of Scranton Firefighter will follow their incremental wage schedule.

III. CLOTHING ALLOWANCE AND REQUIRED PERSONAL PROTECTIVE EQUIPMENT (PPE)

Article XI - CLOTHING ALLOWANCE AND REQUIRED PERSONAL PROTECTIVE EQUIPMENT (PPE) shall be amended to include the following at the end of the current article:

For the duration of this CBA, all newly hired bargaining unit members shall be issued one (1) new pair of NFPA compliant Structural Firefighting boots upon their successful conclusion at the Fire Academy provided they were issued a previously issued pair of boots (not new) for use during the academy.

IV. SENIORITY

Article XVIII – SENIORITY shall be amended by deleting the following section:

Section 10 Civil Service paragraph (I) shall be deleted in its entirety. The City continues to maintain its managerial prerogatives under applicable law to set or change the minimum requirements for promotion eligibility.

V. LIFE INSURANCE, PENSION AND RETIREMENT

Article XVII – LIFE INSURANCE, PENSION AND RETIREMENT shall be amended to include the following at the end of paragraph (2) under **Retiree Health Insurance**:
Notwithstanding the foregoing, a retiree may elect to waive or suspend coverage under this provision at any time during the period of eligibility. A retiree who has waived or suspended coverage may subsequently elect to reinstate such coverage upon the occurrence of a qualifying life event as defined in the Plan, provided that the reinstatement meets all Plan provisions and occurs within the period from retirement to Medicare eligibility. Any such waiver, suspension, or reinstatement of coverage shall not extend or otherwise modify the duration of eligibility for benefits under this Agreement.

VI. SICK LEAVE

Article XIII – SICK LEAVE shall be amended to include the following at the end of the current article:

A member who is legally and contractually eligible for FMLA leave, and who requests time off due to the birth or adoption of a child which occurred after the mutual ratification of this Agreement, shall be entitled to up to ninety-six (96) hours of paid parental leave, which will run concurrently with FMLA leave.

VII. RATIFICATION

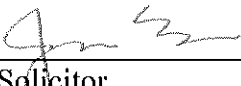
This MOA shall be final and binding upon both parties' respective approvals (ratifications), namely (i) for the Union, by the general membership of IAFF Local 60 and (ii) for the City of Scranton, by City Council of the City of Scranton.

VIII. CONSOLIDATION

Upon approval, the Parties agree to collectively consolidate these terms into their existing CBA.

APPROVED AS TO FORM:

CITY OF SCRANTON



City Solicitor



Business Administrator Eileen Cipriani

Date: 6/22/26

Date: 6-22-2026

**LOCAL UNION NO. 60 OF THE
INTERNATIONAL ASSOCIATION OF
FIRE FIGHTERS**

by:



President

Date: 6-22-2026