

AMENDMENTS REGARDING SENIORITY POINTS AND PAY UPON RECLASSIFICATION TO THE MOU BETWEEN THE CITY AND IAFF LOCAL 2180 (COVERING THE PERIOD OF DECEMBER 2, 2014 TO JUNE 30, 2017)

WHEREAS, the City and IAFF have a ALS MOU addressing ALS service; and

WHEREAS, the City and IAFF wish to resolve issues related to the ALS MOU involving Seniority Points and pay upon reclassification from IAFF represented employees in the firefighter (112) classification, who possess paramedic certification and are assigned paramedic duties ("FF- assigned PM duties") to and Firefighter/Paramedic (112); and

1. **With regard to Seniority Points:**

WHEREAS, IAFF LOCAL 2180 desires to provide seniority points for firefighters who have been reclassified to the firefighter/paramedic classification; and

WHEREAS, City supports IAFF Local 2180's request; and

2. **With regard to pay upon reclassification to Firefighter/Paramedic (112):**

WHEREAS, the City, under the aforementioned ALS MOU, provides a paramedic specialty pay (currently 15%) for IAFF represented employees that are in the firefighter (112) classification, who possess paramedic certification and are assigned paramedic duties ("FF- assigned PM duties"); and

WHEREAS, the City, under the aforementioned ALS MOU, has created a Firefighter/Paramedic (FF/PM) classification that incorporates the ALS paramedic specialty pay (currently 15%) for IAFF into the biweekly compensation; and

WHEREAS, because of the specialty pay, reclassification to FF/PM (112) by a FF- assigned PM duties results in a pay cut because the specialty pay is not counted as "base rate" within the meaning of and pursuant to MOU Article 2.01(IV) and Civil Service Rule 1.07(A)(2); and

WHEREAS, costs for the ALS program was to borne by the transport fees of the AMR agreement and not City funds, including its general fund;

WHEREAS, the City and IAFF mutually desire to rectify this base pay and pay after reclassification issue.

NOW THEREFORE, the City and IAFF agree to the following:

1. **With regard to Seniority Points:**

The following is added to Article 3.09 [Civil Service Rules] of the Current MOU (12/2/14-6/30/17):

III. For purposes of Article 1.09, paragraph 1 [Seniority Defined], of the Civil Service Rules, in the case of IAFF members who have as their current classification that of firefighter/paramedic,

but had previously been in the firefighter classification, the time spent in the firefighter classification shall be included as time spent in the firefighter/paramedic classification (current classification) and be considered one period of service in the "current classification" for purposes of seniority points. (For example, if a IAFF member was in the firefighter classification for 60 months and then was placed into the firefighter/paramedic classification and, at the time of a layoff, had been assigned in the firefighter/paramedic (current classification) for 40 months, then they shall have 100 months of time in the firefighter/paramedic classification and receive 200 points as the current classification.) The time spent in the firefighter classification will not be counted as time in a lower classification if counted in the current classification.

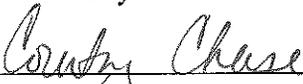
2. **With regard to pay upon reclassification from FF-Assigned PM duties to FF/PM to Fire Engineer (112):**

The following is added to Article 2.01[Wages] of the Current MOU (12/2/14-6/30/17):

V. For purposes of the term "base rate" in MOU Article 2.01(IV) and Civil Service Rule ("CSR") 1.07(A) (2) only and setting the new rate of pay upon reclassification from firefighter (112) to FF-PM (112), IAFF represented employees that are in the firefighter (112) classification, who possess paramedic certification and are assigned paramedic duties ("FF-assigned PM duties"), and are reclassified Firefighter Paramedic (FF/PM), the following procedures shall be followed:

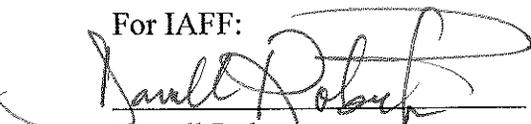
1. For purposes stated above, when determining step placement, a FF-assigned PM duties reclassified to FF/PM will be placed at the same lettered step of FF/PM that they are as a FF-assigned PM duties. For example:
 - A FF-assigned PM duties at Step A will be placed at Step A of FF/PM.
 - A FF-assigned PM duties at Step B will be placed at Step B of FF/PM.
 - A FF-assigned PM duties at Step C will be placed at Step C of FF/PM.
 - A FF-assigned PM duties at Step D will be placed at Step D of FF/PM.
 - A FF-assigned PM duties at Step E will be placed at Step E of FF/PM.
2. For purposes of Firefighters receiving the FF-assigned PM duties that were promoted to Fire Engineer prior to this letter of understanding the City shall consider those employees to have been reclassified to FF/PM for step placement purposes.

For the City:



Courtney Chase
Director of Human Resources

For IAFF:



Darrell Roberts
President, IAFF