

**MEMORANDUM OF UNDERSTANDING
BETWEEN IAFF 851
AND
THE CITIES OF EUGENE AND SPRINGFIELD**

This Memorandum of Understanding between IAFF Local 851 (Union) and the Cities of Eugene and Springfield on behalf of the Eugene Springfield Fire (Department) is for the purpose of memorializing the redesign of the ambulance transport system.

RECITALS

To address increasing demand for service in an ambulance transport system that is over capacity, Eugene Springfield Fire has initiated a redesign of the ambulance transport system.

Beginning in FY23 and into FY24 the department will begin to transition four (4) dual-role ambulances out of the transport system to make way for additional single-role resources.

The transition of resources will result in 24 budgeted Firefighter FTE being held vacant to accommodate the transition plan.

When the system is deemed reliable and sustainable by both the Union and the Department, then 24 budgeted Firefighter FTE's may be re-classified as permanent single-role FTE.

Beginning in FY23 Eugene Springfield Fire will begin to deploy single role Advanced Life Support (ALS) ambulances in addition to the single role basic life support system.

TERMS OF AGREEMENT

General Terms:

- No current members of the bargaining unit will be laid off or reclassified because of the ambulance transport redesign.
- Beginning 7/1/22 IAFF L851 will become the exclusive representative of Regular Full-Time Single Role EMT(s), Regular Full-Time Single Role Paramedics, EMS Operations Supervisors, and the EMS Operations Battalion Chief.
- During the life of the existing collective bargaining agreements (CBA), EMS employees will be attached to the respective CBA(s) by MOU.
- If the Local wishes to establish a stand-alone bargaining unit representing all single role employees. Notice of intent shall be given to the Department no later than 12/31/2023.

System Staffing:

- Field Training Paramedics from Fire Suppression may be assigned as a third person to a single role ambulance during the initial two phases of the program for field training purposes only.
- Members of the single role system may be assigned to dual role ambulances during the initial two phases of the program for field training purposes only.
- Suppression employees will not fill vacancies on single-role ambulances unless serving as the 2nd person as an FTEP in the initial training phase.
- Anytime a single role employee is assigned as the second person on a dual role ambulance in the initial training phase, that ambulance will be deployed as a single role unit.
- There will be a minimum of one (1) 24-hour dual role ambulance assigned to each battalion.

- Dual role ambulances will be a priority for dispatch to all-hazard zone incidents for Firefighter safety.

Safety:

- To address crew safety and workload, a new Unit Hour Utilization (UHU) standard will be adopted. The new UHU standard will account for response, transport, time on task and training. Calculation method will be agreed upon in writing by 12/31/2022.

Station Assignments:

- Station assignments will transition to a seniority bid system. The Union and ESF management agree to develop a mutual plan for seniority bid administration memorialized in the contract and policy. This plan will be put into effect no later than six months after the completion of the ambulance system redesign.

Suppression Staffing:

- The Department will work with the Local to develop short and long-range strategies for compliance with NFPA 1710 minimum staffing. Funding strategies will prioritize truck and rescue company staffing focused on Firefighter safety.
- NFPA 1710 priorities do not supersede the addition of response resources in the system.

Redesign Review:


- There will be Quarterly System Reviews, between the Union and Management.
- There will be a system review between the Union and Management prior to the transition between phase 1 and phase 2.
- The Union will receive monthly reports on system performance to include call volume and UHU broken down by unit type.
- The Union or Management may submit an intent to bargain a sunset to the MOU if staffing levels or response capabilities are adversely impacted within the current contract period.

Training and Certification:

- The Department will continue to provide all in-person and online continuing education training for all EMT certification levels.
- The Department will continue to cover all costs of EMT recertification in the State of Oregon providing the employee remits submits recertification application materials on time. Employees are responsible for any late fees associated with late applications.

Agreed to this 27th day of June, 2022

For the Union


Kris Siewert (Jun 28, 2022 08:42 PDT)

Kris Siewert, IAFF Local 851 President

For the Department


Scott Cockrum (Jun 30, 2022 15:03 PDT)

Scott Cockrum, Interim Fire Chief ESF