

**MEMORANDUM OF UNDERSTANDING (MOU 5)  
 BETWEEN IAFF  
 851 AND  
 THE CITIES OF EUGENE AND SPRINGFIELD  
 EMS Shift Coordinator Classifications (EMSSC)**

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 EMS Shift Coordinator (EMSSC) classification developed as part of the redesign of the ambulance transport system.

Recitals

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.

Single role Advanced Life Support (ALS) ambulances will be staffed by Single Role Paramedic and Single Role EMT classifications.

The Single Role System will be supported and led by three (3) EMS Shift Coordinators (EMSSC's)

Terms of Agreement

Beginning 7/1/22, IAFF Local 851 will represent the EMS Shift Coordinator classifications.

During the life of the existing collective bargaining agreements (CBA), EMS employees will be attached to the IAFF CBA by MOU.

Added to CBA Article 8.1-8.4

Non-Probationary Dual Role and Single Role members will be eligible for rotational positions outlined in Article 8.3 for which they meet minimum qualifications.

This is a rotational position and follows Article 8 with the addition of the following;

Assignment	Eligible Group	If no Volunteers
EMS Shift Coordinator	Single Role Paramedic, Firefighter, Engineer, Captain	Outside Recruitment

All employees in the full-time IAFF EMSSC Position will work an average 48-hour work week and will receive applicable breaks and overtime as appropriate under Fair Labor Standards Act provisions. The following proposed amendment to the contract outlines this schedule:

10.3(d) Shift Work Week: The work week for EMSSC employees will consist of a forty-eight hour work week consisting of twenty-four (24) hours on duty followed by seventy-two (72) hours off duty, followed by forty-eight (48) hours on duty followed by seventy-two hours off duty, with a Kelly Day every 7<sup>th</sup> shift off.

EMSSC Unit staffing will be regularly evaluated for system efficiency. If a change in the number of hours in any given shift is necessary, a 90 day trial of the schedule change will be permitted.

Any trial schedule change will require a 30 day notice of intent to begin the trial. 30 days prior to the end of a trial, a notice of intent will be given to extend, terminate or make permanent any schedule change.

The intent of the trial schedule change would be to assist in ensuring the system is deemed reliable and sustainable by both the Union and the Department.

Any trial schedule change will not increase the work week hours for any individual EMSSC position.

If a change in schedule occurs, whether a trial or permanent, EMSSC employees will have the option to return to their previously held role or classification before their two year commitment has been satisfied.

The intent is for the overall annual compensation for each rotational position to be commiserate with other EMS Program Coordinator rotational positions.

Wages will be paid at an hourly rate based on the below established IAFF pay scales for each role, and COLA increases will align with COLA increases for the Line Captain classification:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
EMS Shift Coordinator 2496 hr. (40 Hour FLSA)	\$32.49	\$34.11	\$35.82	\$37.61	\$39.49	\$41.46

Retirement:

Full-time regular dual and single role employees will be classified as PERS in accordance with the language in Article 20.

Article 12.1 will include AIC pay:

All members that AIC into the EMSSC position will be compensated at:

- Fire Fighter to EMS Shift Coordinator - 15% base pay
- Fire Engineer to EMS Shift Coordinator - 10% base pay
- Fire Captain to EMS Shift Coordinator - 5% base pay
- Single Role Paramedic to EMS Shift Coordinator- 15% base pay

Dual-Role Employee's shall accrue vacations according to the following schedule in alignment with Article 15.2 (d) and (e):

<b>Length of Continuous Service in Years</b>	<b>Annual Accrual Max</b>
Less than 2 Years	254.00
2 but less than 6	276.00
6 but less than 10	298.00
10 but less than 14	320.00
14 but less than 18	342.00
18 but less than 22	364.00
22 but less than 26	408.00
26 Years and over	452.00

The maximum accrual cap will remain the same as the regular role or classification for individuals filling this position.

Vacation Banks will remain the same as the regular role or classification for individuals filling this position. No conversion of the vacation hour bank will occur at the beginning or at the conclusion of the rotational assignment.

The maximum sick time accrual cap will remain the same as the regular role or classification for individuals filling this position.

EMSSC may accrue up to 144 hours of compensatory time.

Personal Leave (PTO) will be granted in alignment with Article 15.8.a

Utilization of leave and hiring procedures will be added as a mutually agreed upon addendum to the Roster Staffing Manual identified in Article 10.5(b) prior to the EMSSC start date.

Full-time regular employees assigned as an EMS Shift Coordinator will be eligible for License Pay in alignment with CBA language, including License Pay (12.4) when assigned to the EMSSC.

Employees assigned as an EMS Shift Coordinator who are "in good standing" with the Oregon Health Authority as defined in OAR 333-265-000 in designated, relevant classifications shall receive a paramedic license pay equal to (10%) ten percent of the (40) Forty-Hour top step Firefighter, excluding overtime.

The assignment to EMSSC does not grant any rights to lateral Fire Captain assignment. Individuals filling this assignment will return to their previously held rank and corresponding pay step at the end of the rotation with the exception of those individuals who received a line Engineer

or Fire Captain promotion while serving as the EMSSC.

In the instance where the EMSSC receives a line promotion while in the rotational assignment, the department will follow standard rollback practice to transition the Individual back onto the line at the end of the rotational assignment.

Individuals filling the EMSSC will receive first right of refusal for overtime created in the EMSSC position.

Individuals filling this assignment will remain eligible to work dual-role shift coverage overtime and, in those circumstances, will be working at their last highest-held fire suppression rank and pay grade. A Firefighter, Engineer, or Captain will remain at the bottom of their dual-role classification eligibility Overtime List.

All other applicable provisions of the IAFF CBA will apply.

Agreed to this 8th day of November, 2022

For the Union



Kristopher J Siewert (Nov 13, 2022 12:24 PST)

Kris Siewert, IAFF Local 851 President

For the Department



Mike Caven (Nov 14, 2022 09:54 PST)

Mike Caven, Fire & EMS Chief ESFD