

**MEMORANDUM OF UNDERSTANDING - 7  
BETWEEN IAFF 851  
AND  
THE CITIES OF EUGENE AND SPRINGFIELD  
EMS Continuous Quality Improvement Coordinator**

This memorandum of understanding is for the purpose of memorializing the creation of the EMS Continuous Quality Improvement Coordinator (EMSCQIC) classification and the nature and conditions of that assignment as outlined below.

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 by an EMS Continuous Quality Improvement Coordinator (EMSCQI)

Terms of Agreement

Beginning 7/1/22, IAFF Local 851 will represent the EMS Continuous Quality Improvement Coordinator classification.

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;

ROTATIONAL ASSIGNMENT ELIGIBILITY

Assignment	Eligible Group	In no Volunteers
EMS Continuous Quality Improvement Coordinator	Single Role Paramedic, Firefighter, Engineer, Captain	Outside Recruitment

Pay schedules will follow a Training Captain/Officer schedule and salary will be adjusted according to article 19.1.

Typically the schedule for this role will align with Article 10.2 Work Week 40 Hour Employees.

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 EMSCQIC.

Employees assigned as an EMSCQIC 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.

Individuals filling this assignment will remain eligible to work shift coverage overtime and, in those circumstances, will be working at their last highest held fire suppression or single role rank and pay grade.

Individuals filling this role will be eligible for overtime created in the EMS Shift Coordinator position if available shifts have not been filled by other EMSSC individuals.

Individuals filling the EMSCQIC or EMS Program Coordinator assignment will have the second right of refusal for Overtime Created by an EMS Shift Coordinator Vacancy.

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

The promotion to EMSCQIC, does not grant any rights to Fire Captain except as specified below. Individuals filling this assignment will return to their previously held rank and corresponding pay step at the end of the rotation with exception of those individuals who received a line Engineer, or Fire Captain promotion while serving as the EMSCQIC.

In the instance where the EMSCQIC 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.

Article 12.1 will include AIC pay: All members that AIC into the EMSSCQIC position will be compensated at the higher wage of either Step 1 of the Fire Training Captain Classification or:

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

The AIC calculations will be based off of the 40-Hour work week hourly wage conversion.


All other applicable provisions of the IAFF CBA will apply.

Agreed to this 3<sup>rd</sup> day of January, 2023.



Kristopher J. Siewert (Jan 3, 2023 17:15 PST)

Kris Siewert, IAFF Local 851 President



Michael Caven (Jan 3, 2023 16:03 HST)

Mike Caven, Fire Chief ESFD