

Lebanon Fire District and Albany Fire Department  
and  
The International Association of Firefighters, Local No. 2163 and 845  
Memorandum of Understanding  
Re: Single-Role Medic Units

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The Lebanon Fire District and Albany Fire Department (collectively Agencies) staff Advanced Life Support, peak activity, single-role medic units to respond to EMS calls for service within the Agencies' Ambulance Service Area. Fulltime paramedic and EMT personnel are to be used to staff these units.

These peak-activity units will be a shared resource between the two Agencies. Agencies reserve the right to end the program at any time based on organizational/operational needs. Any party may terminate this memorandum of understanding (MOU) two years after the final signature of this MOU by giving the other parties 90 days' written notice. Extensions may be granted if all parties agree. If any party provides written notice to terminate after the two-year timeframe, this MOU will automatically terminate 90 days following the date of such notice. Once the MOU has been terminated, and if the Agencies continue participation in a shared resource, all parties agree to bargain pursuant to ORS 243.698 regarding a single-role medic unit and to incorporate the resolution of that bargaining as a MOU into the affected Collective Bargaining Agreements (CBAs). While bargaining is occurring, the status quo will be maintained unless the participating parties agree otherwise.

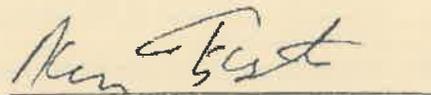
The Agencies and the International Association of Firefighters, Local No. 2163, (Lebanon Fire Department Union) and Local No. 845 (Albany Fire Department Union) (collectively Unions) agree to the following language:

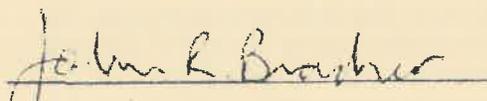
1. Single-role positions will be paid according to the attached wage scale (Exhibit A).
2. Employee pay will begin at Step A of the wage scale and will progress to subsequent steps annually on the anniversary date of the employee's hiring.
3. Employees will receive cost-of-living-adjustments (COLAs) as determined by their respective CBA.
4. Positions are not eligible for incentive pays.
5. Full-time positions will be assigned to a 40-hour workweek with a flexible schedule, and all hours in excess of 40 hours per week will be paid at the overtime rate defined in the respective CBA.
6. Employees will be considered members of the respective bargaining unit, based on the hiring agency.
7. Employees are subject to a 12-month probationary period and the respective CBA language on training/probationary periods.
8. Employees are eligible for single-role callback as defined in each agency's CBA using the respective agencies accepted process and procedure.
9. In the event that dual-role employees are needed for minimum staffing requirements, the agency that created the vacancy will fill the vacancies using accepted callback procedures as defined at each agency (e.g. Albany Fire dual-role employees will be used to fill a vacancy created by an Albany Fire single-role employee).
10. Any overtime must be approved by a supervisor.
11. Single-role employees must give at least one week's notice of intent to use accrued leave, other than sick leave.

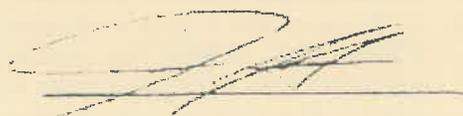
08/31/2017

12. Employees will be eligible for fulltime health benefits.
13. Dual-role positions will not fill single-role positions (except as provided for below), and single-role positions will not fill dual-role positions.
14. When a normally scheduled workday falls on a holiday (holidays as defined in the CBA), employee will be paid at a rate of one and one-half times the employee's hourly rate of pay for hours worked.
15. Supervision for each employee is provided by the respective hiring agency.
16. Single-role employees will not automatically be granted a dual-role position when these positions become available, but are eligible to apply if they meet minimum qualifications and can compete to fill a dual-role position.
17. The Agencies can have up to two single-role units on duty at any time, with the exception of special events (e.g. Willamette Country Music Festival, Strawberry Festival, River Rhythms, etc.), when the Agencies can staff additional single-role units dedicated to the event.
18. In order to provide consistent coverage, a single-role medic unit will be scheduled for a minimum of four (4) days per week totaling at least 48 hours. The single-role schedule will be evaluated by each agency on a weekly basis, looking forward to the upcoming week. When a vacancy is known less than one week in advance, the Single-Role callback list will be utilized to fill the position. When a vacancy is known at least one week in advance and single-role personnel are not available to work, two dual-role personnel can be assigned to work in this capacity when the four (4) day/48-hour minimum staffing will not be met.
19. Monthly the Agencies will provide the Unions a single-role staffing report indicating actual staffing for the preceding month.
20. Single-role employees may request an adjustment to their weekly work schedule under the following conditions:
  - a. Another qualified, single-role employee is willing to adjust their schedule to cover the work shifts;
  - b. The schedule adjustment between employees occurs within the same workweek and within the same pay period;
  - c. One week's advance notice is provided to the supervisor; and
  - d. The schedule adjustment must be approved by both departments' administrations prior to a work schedule adjustment.
21. This MOU shall be effective for a period of two years from September 1, 2017 to August 31, 2019.

  
Lebanon Fire District  
Dated: 08/31/2017

  
IAFF, Local 2163  
Dated: 8-31-17

  
Albany Fire Department  
Dated: 8/31/2017

  
IAFF, Local 845  
Dated: 8-31-2017

08/31/2017

Exhibit A

<b>Single-Role Wage Scale</b>						
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>
<b>Paramedic</b>	\$ 20.00	\$ 21.00	\$ 22.05	\$ 23.15	\$ 24.31	\$ 25.53
<b>Intermediate</b>	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68	\$ 20.66	\$ 21.69
<b>Advanced</b>	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45	\$ 20.42
<b>EMT</b>	\$ 15.00	\$ 15.75	\$ 16.54	\$ 17.36	\$ 18.23	\$ 19.14