

# Memorandum of Understanding

#2016-01

Between the City of Columbus  
and

Local No. 67, International Association of Fire Fighters

This Memorandum of Understanding is entered into between the City of Columbus, Ohio (hereinafter "City") and Local No. 67 of the International Association of Fire Fighters (hereafter "Union").

The City intends to implement a policy adopting the "1P / 1B" EMS delivery system ("Modified Deployment Model"). The City intends to maintain such policy for at least two (2) years. This EMS delivery system (not including those in training and riding the vehicle for training purposes) shall include the following parameters:

- Institute P / B staffing model on all medic transport vehicles from (2) Paramedics to (1) Paramedic and (1) EMT – B (qualified as a "Transport Basic");
- Modify the staffing on all ALS engines from (1) FF/Paramedic or (1) Officer / Paramedic to a minimum of (1) FF/Paramedic and not count a promoted Officer as a Paramedic for longer than four (4) hours, as provided in paragraph 4, below.

The Parties agree as follows:

1. The Differential described in Section 12.2(A) (1) and (2)<sup>1</sup> will continue to be paid. Additionally, all In-Charge Paramedics working under the Modified Deployment Model will be paid an additional stipend equal to 3½% of his/her hourly rate of pay (using the hourly rate that does not include any other applicable differential). This stipend shall only be paid on all hours worked in an "In Charge" capacity (a) on the EMS Transport Vehicle, (b) Rescue and (c) to those working the EMS Officer positions. If two (2) or more paramedics are riding the EMS transport vehicle or Rescue, the In-Charge Stipend shall only be paid to one (1) designated paramedic.
2. As long as the City uses the Modified Deployment Model, the Division shall strive to maintain a minimum of (1) 333 Transport Basics, and (2) a minimum of 420 Paramedics to operate the current system of 37 full time transport vehicles. The Division will also strive to proportionally increase this amount, for both Transport Basics and Paramedics, as transport vehicles are added. The members in these pools will be the authorized lists referenced in 12.2 (B). Section 12.2(B) shall be read to include both lists as separate "authorized lists." The Transport Basics list shall consist of the least senior Fire Fighters who have graduated from the Training Academy. Any Paramedic who previously was removed from the authorized list pursuant to Section 12.2 is exempt from being mandated to the Transport Basics list. As each new recruit graduates from the Training Academy, he/she will be placed on the Transport Basics list or Paramedic list as appropriate. Transport Basics only shall displace the same number of the most senior Fire Fighters from the Transport Basics list as they are entered on to the list, so as to maintain the requisite number of Transport Basics on

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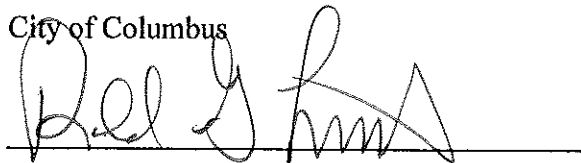
<sup>1</sup> This reference and every other reference in this MOU to a "Section" number is a reference to provisions of the 2014-2017 collective bargaining agreement between the parties.

such list. (In the event that the number on the Transport Basics list falls below the necessary number due to a promotion(s) or resignation(s), the last Fire Fighter(s) to have been removed from the list by reason of seniority shall be returned to the list.)

3. As long as the City uses the Modified Deployment Model, Section 12.2(C), second paragraph, is hereby amended to provide that at least 3% of the ES Firefighter Paramedics on the authorized list may voluntarily leave that list on an annual basis. Promoted rank Paramedics may apply to drop their certification separate from the process authorized in 12.2(C).
4. As long as the City uses the Modified Deployment Model, the Division shall strive to maintain a minimum of at least one Firefighter Paramedic on every engine and a minimum of one Transport Basic and one Firefighter Paramedic on every EMS Transport Vehicle. The Division will only be allowed to use a promoted rank officer to satisfy these minimums under unusual situations. Unusual situations will generally be defined as limited to 4 hours or less in duration, for unplanned vacancies.
5. Paramedics and Transport Basics that were allowed to voluntarily leave the authorized list under Section 12.2 shall have the ability to "opt in" for period(s) of 84 days (4 Kelly day cycles) at the discretion of the Fire Chief and based upon an SOP issued by the Division after input from the Union.
6. The Union President and the Fire Chief, in conjunction with the JATC Committee shall make adjustments to the Journeyman Program designed to reduce the workload of the program, so as to allow those in the program to act in an EMS capacity upon hire with the City. The Fire Chief may require any Journeyman or Apprentice Firefighter with Paramedic Certification, not previously on the authorized list, to be added to the authorized list provided for in Section 12.2, based on seniority, with the least senior being the first to be added.
7. Employees promoted to the rank of Lieutenant or Captain on or after May 16, 2017, shall not be entitled to the Paramedic Differential set forth in Section 12.2(A)(2), except for those individuals holding the assignment of EMS Officers (8 Lieutenants and 1 Captain per unit).
8. The City will temporarily release one (1) member of the bargaining unit (in addition to the individuals referenced in Section 2.3) from his/her normal duties without loss of pay or benefits to handle union business from the date of the MOU until October 31, 2017.

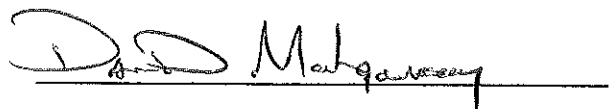
It is further agreed that nothing set forth in this MOU shall set a precedent requiring the City to bargain on the subject of staffing levels, and the Union agrees that it will not rely upon the provisions of this MOU in support of any proposal it might make, in subsequent negotiations, in the area of staffing.

City of Columbus



12/9/16  
Date

IAFF, Local #67



12/9/16  
Date