

ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: June 6, 2022
Item No.: 10.e

Department Approval



City Manager Approval



Item Description: Approve Memorandum of Understanding between the International Association of Firefighters 5051 and the City of Roseville for Paramedic Job Classification and Recognition

1 **BACKGROUND**

2 On February 28, 2022 the City Council received a presentation regarding the Fire Department
3 Advance Life Support (ALS) response. The emphasis and focus of ALS first response is to
4 enhance the current service level of emergency medical care performed pre-hospital in the City
5 of Roseville. At that time, the City Council granted approval to initiate and implement the ALS
6 First Response program. As part of that program, staff has worked with the IAFF union to
7 create a Memorandum of Understanding (MOU) to outline the agreement to include the
8 classification of a Firefighter Paramedic job in the collective bargaining agreement. The City
9 and representatives from IAFF have met and discussed and reached an agreement on the
10 position classification and wage scale. This is outlined in the attached MOU which has been
11 voted on and approved by the union membership.

12 **BUDGET IMPLICATIONS**

13 The estimated cost to implement a job classification of Firefighter/Paramedic for 2022 is
14 approximately \$70,000 for a full year, however it is anticipated that this will not be fully
15 implemented until early fall so the cost for 2022 will be less.

16 **STAFF RECOMMENDATION**

17 Staff recommends authorizing the Mayor and City Manager to enter into an MOU agreement
18 with IAFF 5051 to add the classification of Firefighter/Paramedic to the union contract.

19 **REQUESTED COUNCIL ACTION**

20 By motion, authorize the Mayor and City Manager to enter into an MOU agreement with IAFF
21 5051 to add the classification of Firefighter/Paramedic to the union contract.

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24 Prepared by: Rebecca Olson, Assistant city Manager

Attachments: A: Memorandum of Understanding
B: City Council Minutes- February 28, 2022

**MEMORANDUM OF UNDERSTANDING
FOR PARAMEDIC JOB CLASSIFICATION AND RECOGNITION**

**IN RE: MASTER LABOR AGREEMENT (“AGREEMENT”) BETWEEN
THE CITY OF ROSEVILLE (“CITY”) AND ROSEVILLE
FIREFIGHTERS, LOCAL NO. 5051, INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS (“IAFF”)**

WHEREAS, the City and IAFF are parties to a labor Agreement effective as of January 1, 2022, through December 31, 2023;

WHEREAS, said Article 32 of said Agreement constitutes a Memorandum of Understanding in which the parties agreed to meet and discuss in good faith the inclusion of a Firefighter/Paramedic job classification and recognition in the event the City Council authorized its Fire Department to provide Advanced Life Support (ALS) first response services;

WHEREAS, on February 28, 2022, the City Council authorized its Fire Department to provide ALS services;

WHEREAS, the City and IAFF have met and discussed the inclusion of a Firefighter/Paramedic job classification and recognition within their Agreement;

WHEREAS, the City and IAFF have reached accord on such matters; and,

WHEREAS, the parties wish to memorialize in writing their mutual understanding and consent to additional terms and conditions of their agreement.

NOW, THEREFORE, based upon the above recitals and intending to be bound by the below terms and conditions, the parties enter into the following Memorandum of Understanding:

1. Section 2.1 of the Agreement shall be amended to include the following additional job classification:

FIREFIGHTER/PARAMEDIC

2. All requirements, qualifications, and descriptions of the Firefighter/Paramedic job classification shall be subject to City discretion and set forth in a written Job Description, a current copy of which is attached.

3. Article 29-Appendix A of the Agreement is hereby deleted and replaced in its entirety as follows:

ARTICLE 29 APPENDIX A – WAGES

Wage Schedule 2,912 Hours Annually

Negotiated annual wage increases and COLAs for each step within each class will be effective January 1st of each calendar year of the collective bargaining agreement, the below wages are for those EMPLOYEES scheduled to work 24-hour shifts/2912 hours annually. Step increases within each position occur based on an employee's in-position anniversary.

Firefighter:

Step Timeline	% of Top Base Rate	2022 3% COLA + 2% Market Adjustment	Firefighter/ Paramedic 9.5% above FF	Fire Inspector 9% above FF*	Lieutenant 12% above FF*	Battalion Chief 22% above FF*
Start	80%	\$23.76	\$26.02	\$25.90	\$26.61	\$28.99
6Month	85%	\$25.25	\$27.64	\$27.52	\$28.27	\$30.80
1 Year	90%	\$26.73	\$29.27	\$29.13	\$29.94	\$32.61
2 Years	95%	\$28.22	\$30.90	\$30.75	\$31.60	\$34.43
3 Years	100%	\$29.70	\$32.52	\$32.38	\$33.26	\$36.24

*Fire Inspectors, Lieutenants, and Battalion Chiefs who have paramedic certifications will receive an additional 0.5% increase over their base wage.

Step Timeline	% of Top Base Rate	2023 3% COLA + 2% Market Adjustment	Firefighter/ Paramedic 9.5% above FF	Fire Inspector 9% above FF*	Lieutenant 12% above FF*	Battalion Chief 22% above FF*
Start	80%	\$24.97	\$27.34	\$27.22	\$27.97	\$30.45 6
6Month	85%	\$26.52	\$29.04	\$28.91	\$29.70	\$32.36 5
1 Year	90%	\$28.08	\$30.75	\$30.61	\$31.45	\$34.26
2 Years	95%	\$29.65	\$32.47	\$32.32	\$33.21	\$36.17
3 Years	100%	\$31.20	\$34.16	\$34.01	\$34.94	\$38.07 6

*Fire Inspectors, Lieutenants, and Battalion Chiefs who have paramedic certifications will receive an additional 0.5% increase over their base wage.

Newly hired and rehired employees in the position of Lieutenant and/or Battalion Chief may be eligible to start at any step deemed appropriate by the EMPLOYER up to and including Step 3 – 1-year wages.

Firefighter/Paramedic

The Firefighter/Paramedic class will be paid at a rate that is 9.5% above the Firefighter step structure above utilizing the three years of steps to top pay. At no time will an employee enter into this class at a wage that is less than their current wage.

Fire Inspector:

The Fire Inspector class will be paid at a rate that is 9% above the Firefighter step structure above and utilizing the three years of steps to top pay. At no time will an employee enter into this class at a wage that is less than their current wage. The Fire Inspector base rate percentage increase over Firefighter base rate must remain at least 0.5% less than the Firefighter/Paramedic base rate percentage increase over Firefighter base rate.

Lieutenant:

The Lieutenant class will be paid at a rate that is 12% above the Firefighter step structure above and utilizing the three years of steps to top pay. At no time will an employee enter into this class at a wage that is less than their current wage.

Battalion Chief:

The Battalion Chief class will be paid at a rate that is 22% above the Firefighter step structure above and utilizing the three years of steps to top pay. At no time will an employee enter into this class at a wage that is less than their current wage.

One-Time Payment

For years 2020 and 2021, the City agrees to provide a one-time payment of Federal American Rescue Plan Act funds allocated to the City of Roseville to EMPLOYEES recognized under this contract in the amount of \$1,000 per year for a total of \$2,000 to be paid as a lump sum payment.

4. Nothing in this Memorandum of Understanding is intended, nor shall be construed, to alter any other provisions of the parties' current Master Labor Agreement.

FOR THE CITY

Date: _____

Mayor

Date: _____

City Manager

AS TO FORM:

Date: _____

City Attorney

FOR THE UNION

Date: _____

Business Agent/Representative

Date: _____

Steward



Regular City Council Meeting Minutes
City Hall Council Chambers, 2660 Civic Center Drive
Monday, February 28, 2022

6. Items Removed from Consent Agenda

7. Business Items

- a. Fire Department Advanced Life Support (ALS) First Response Presentation**
Fire Chief Brosnahan briefly highlighted this item as detailed in the Request for Council Action and related attachments dated February 28, 2022.

Dr. Bjorn Peterson, Regions Hospital EMS, introduced himself.

Mr. David Madison, Senior Operations Manager at Allina Health EMS, introduced himself.

Councilmember Etten thanked the group for the proposal and asked Mr. Madison what other support pieces, such as insurance reimbursement, will help offset the costs for Roseville.

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Mr. Madison explained as far as the equipment exchange, which is a typical processes that Allina Health does for all of its first responders, as long as the first responders use the same equipment carried on the ambulance, with Roseville Fire, that is true. Those incidental equipment pieces are exchanged after a call is done with the Allina crews. Regarding any type of insurance payments, the ambulance side only charges if there is an actual transport of a patient. Once in a while there is a scene treatment, such as a diabetic where medications are given, if looking at the CMS Guidelines, which Allina follows for patient billing. That is allowable to be charged as far as insurance is concerned. He did not know what Roseville's plan would be, if doing any type of billing process.

Chief Brosnahan explained as the Fire Department gets the implementation of the advanced life support started, it is not his anticipation right away to start any kind of a billing program. He did not believe it was in the best interest of the Fire Department to start. What he would like to do is to treat the first twelve months as a pilot program to assess the frequency of use of advanced life skills, the burn rate of medications, and items of disposals. At that point, once there is some data available, the benefits can be seen of developing some sort of insurance or billing program.

Councilmember Strahan asked as far as if the Roseville Advanced Life Support Team is able to stabilize someone or resolve the issue, will the life support team still bill for insurance under Allina for that service. He also asked if the person has to be transported, will the person be charged for that stabilization process as well.

Mr. Madison explained the patient would be charged the normal base rates for transportation.

Councilmember Strahan indicated she was curious about the response to the article regarding the shortage of people in this field and the ability to meet calls. She asked how Mr. Madison sees that impacting the ability to actually transport people. She saw that as a good thing for Roseville to have this service but there will still need to be a next step if the life support team cannot bring people to the facilities.

Mr. Madison explained EMS Nationwide is a challenge these days along with Police Department and Fire Department recruiting. Allina is doing okay at this point and could always use more EMS employees but the fact of the matter is that Allina relies on its mutual aid partners just like their mutual aid partners are relying on Allina.

Councilmember Groff wondered what types of treatments this would include.

Chief Brosnahan reviewed procedures and medications being proposed for the Advanced Life Support First Response service.

Councilmember Willmus asked if the City did move forward with this what did Chief Brosnahan forecast for the annual cost for providing these services, what did he perceive as required for incentive pay, and how long did he see that incentive pay carrying forward.

Chief Brosnahan believed the costs would be between seventy-five and eight-five thousand dollars a year and the vast majority of that would be related to an incentive pay. This would have to be done under negotiations with the Union but the Union has been great to work with as well as the stewards to the City so he thought it would land somewhere in the eight to ten percent incentive pay, which lines up well and very similar with the Fire Fighter/Fire Inspector position. That would be approximately seven to eight thousand dollars per paramedic on staff right now. Those numbers could increase as more paramedics are added. There is a line-item budget for all of the medication and other equipment purchases already and he did not see that number increasing significantly.

Public Comment

Mayor Roe offered an opportunity for public comment with no one coming forward.

Etten moved, Willmus seconded, granting approval to initiate and implement the Roseville Fire Department ALS first response program.

Council Discussion

Councilmember Etten thanked Chief Brosnahan for bringing this item forward and thought this was something the people in the community would appreciate and it would save some lives, which is an important step for the City to take.

Councilmember Willmus concurred and appreciated the team being forthright with respect to transportation, billing, that aspect of things. He indicated this approach made a lot of sense to him.

Councilmember Groff mentioned the Council did get many emails from residents in support.

Roll Call

Ayes: Groff, Willmus, Strahan, Etten, and Roe.

Nays: None.