

## **LETTER OF UNDERSTANDING**

This Letter of Understanding is executed between the City of Key West ("City") and the IAFF, Local 1424 ("Union") to memorialize their mutual agreement to change the existing benefits and terms of their collective bargaining agreement to implement the City's decision to provide ALS Rescue Services through the Fire Department under the terms provided herein, and state as follows:

WHEREAS, the City and the Union are parties to a collective bargaining agreement that governs the terms and conditions of employment for those City employees who are members of the bargaining unit represented by the Union; and

WHEREAS, the City has decided to begin providing ALS Rescue Services through the City's Fire Department, which services are scheduled to begin on or about April 1, 2015; and

WHEREAS, the City and the Union have agreed that the benefits and terms of the current collective bargaining agreement shall be changed, as noted in and attached to this Letter of Understanding, effective when the City begins to provide ALS Rescue Services; and

NOW, THEREFORE, the City and the Union agree, subject to ratification by both parties, to the following terms:

1. The parties agree that the above-noted statements are true and correct and are incorporated herein.
2. The parties agree that the following Articles will be changed:
  - a. Article 9, Training, shall be changed by adding the term EMT-P after the term EMT (see the attached language changes to Article 9).
  - b. Article 16, Wages and Assignment Pay, shall be changed to add a section called ALS Rescue Assignment Pay with the following two (2) new assignment pay benefits for eligible employees: (1) employees with EMT Basic certification who are assigned to a Rescue Unit (ALS/ambulance) shall be paid \$50.00 for each 24 hour shift; and (2) employees with Paramedic certification who are assigned to a Rescue Unit (ALS ambulance) shall be paid \$100.00 for each 24 hour shift (see the attached language changes to Article 16).
  - c. In Article 17, Educational Incentive, the language shall be changed to show the City will reimburse, and to show the related procedures and requirements for such reimbursements, to eligible employees for the costs of tuition and books the employee paid that were required to successfully obtain Paramedic certification and recertification while employed with the Fire Department (see the attached language changes to Article 17).

- d. In Article 25, Personnel Reduction, the language shall be changed so that the City maintains the management right to subcontract for ALS Rescue Services (see the attached language changes to Article 25).
  - e. In Article 35, Staffing, section 2 shall be changed and a new section 3 shall be added to show the different staffing levels that will apply during the period of time the Fire Department provides ALS Rescue Services (see the attached language changes to Article 35).
3. The Job Description that shall be created for the position of Rescue Lieutenant (which shall be paid the same pay rate as the Driver Engineer position), and any Job Description(s) for other Bargaining Unit positions that may be changed to include ALS Rescue/Paramedic duties shall be added to Attachment A of the CBA.
4. The changes to the current CBA set forth in this Letter of Understanding, once ratified by both parties, shall become effective when the City begins to provide ALS Rescue Services, which is presently scheduled to commence on April 1, 2015.

Accordingly, this Letter of Understanding is executed on this \_\_\_\_\_ day of \_\_\_\_\_, 2015, between the City and the Union.

CITY OF KEY WEST:

IAFF, LOCAL 1424:

By: \_\_\_\_\_  
James Scholl, City Manager

By: \_\_\_\_\_  
Jason Bogoeff,  
President, Local 1424

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Attachments: Articles 9, 16, 17, 25, and 35, in the legislative format showing the changes made via this Letter of Understanding