



EXECUTIVE SUMMARY

DATE: April 7, 2016
TO: Jim Scholl, City Manager
FROM: Michael Davila, Division Chief of Operations
SUBJECT: Executive Summary – Paramedic Training Program LOU

PROJECT

The Key West Fire Department (KWFD) requires Paramedics to operate the Emergency Medical Services division and treat/transport patients per Advanced Life Support (ALS) standards set by the State of Florida. The Fire Department requested funding in this year's budget to provide training to bring Emergency Medical Technician (EMT) personnel up to the Paramedic level of training.

This Letter of Understanding will be 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 Paramedic Training through the Key West Fire Department under the terms provided herein, and state as follows:

The parties agree that the following Articles will be changed:

- a. Article 17, Educational Incentive, shall be changed by removing the line, "The City will pay for a Paramedic course for four (4) employees in 2016, five (5) employees in 2017 and five (5) employees in 2018.", and replaced with "The City will pay for a Paramedic course for a total of fourteen (14) employees within the years of 2016 and 2017, and none shall be allotted for 2018.
- b. The employee will not be required to pay half of the tuition up front, the City will pay for the Paramedic course and the payments shall be considered reimbursements to each employee enrolled. Each employee enrolled will be responsible for 100% repayment should the employee not achieve Paramedic Certification or leave the City employment within three (3) years of achieving Paramedic Certification.

The Collective Bargaining Agreement 2015 – 2018 developed between the City and the International Association of Firefighters Local 1424 provided for 14 paramedics to be trained during the duration of the three year agreement. A Letter of Understanding will

be signed by both parties to allow all required training to be done at one time to better utilize this training opportunity.

ADVANTAGES:

The Key West Fire Department requires Florida State certified Paramedics to provide Advanced Life Support (ALS) to transport patients. The additional paramedics will provide a larger pool of available personnel to provide ALS care to residents and guests of Key West. The program requires more than four or five students to be viable. The additional paramedics will result in a higher level of care to the citizens and guests of Key West.

RECOMMENDATION:

Staff recommends the approval of the Letter of Understanding (LOU) between the City and the Local 1424 IAFF Union to provide the training for 14 personnel now instead of over the three years of the contract.