

Memorandum of Understanding
BETWEEN
THE CITY OF MISSOULA
AND
International Association of Firefighters Local 271

This is a Memorandum of Understanding concerning the 2019-2023 collective-bargaining agreement (CBA) between the City of Missoula, Montana ("Missoula") and Local 271 of the International Association of Firefighters ("Local 271").

WHEREAS, Missoula and Local 271 are parties to a collective-bargaining agreement effective from July 1, 2019 to June 30, 2023 in which agreement was reached through the process of collective-bargaining.

WHEREAS, the parties discussed during the collective bargaining process possible changes to State of Montana Emergency Medical Services (EMS) certification requirements and changes to services provided by and expertise required of EMS personnel with the City of Missoula Fire Department.

NOW THEREFORE, the parties negotiated and agreed to the following changes in Appendix A of the 2019 – 2023 CBA to take effect April 1, 2022 and carry through the end of the contract term:

EMS CERTIFICATIONS

- MFD EMT-Basic: 2% of Confirmed Firefighter Monthly Base Pay
- MFD AEMT or EMT-Basic with four Endorsements (Medication, Airway, IV/IO Initiation, IV/IO Maintenance): 5% of Confirmed Firefighter Monthly Base Pay
- MFD EMT-Paramedic: 9% of Confirmed Firefighter Monthly Base Pay
- MFD EMT-Paramedic w/ MFD Preceptor: 10% of Confirmed Firefighter Monthly Base Pay. MFD Preceptor(s) must maintain Montana State Paramedic certification for a minimum of one calendar year; and achieve a minimum rank of Confirmed Firefighter
- MFD EMT-Paramedic w/ MFD Preceptor plus one additional from list below: 11% of Confirmed Firefighter Monthly Base Pay.
 - Continuous Quality Improvement (CQI) eight (8) members Max (2 per Shift) *selection will be made by seniority or in the best interest of the Fire Department.* Duties as assigned by EMSTC and outlined in MFD SOG.
 - EMS Committee/Shift Trainers eight (8) members Max (2 per Shift) *selection will be made by seniority or in the best interest of the Fire Department* Duties as assigned by EMSTC and outlined in MFD SOG.
 - Pediatric Advanced Life Support (PALS) Instructor (must actively participate in PALS training) four (4) members Max, *selection will be made by seniority or in the best interest of the Fire Department*
 - Advanced Cardiac Life Support (ACLS) Instructor (must actively participate in ACLS training) four (4) members Max, *selection will be made by seniority or in the best interest of the Fire Department*
 - Tox-Medic Certification

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EMT Certification pay shall not be compounded. Certification pay applies only to the highest level of EMT certification attained.

EMT Paramedics who qualify for additional duties above MFD preceptor ie. CQI, EMS Committee, PALS and ACLS are only eligible for 1 additional compensated duty. Paramedics who hold qualifications above the 1 additional will not take away the opportunity for other paramedics who seek these additional duties.

EMT- Paramedic Certification pay shall max out at 9% of Confirmed Firefighter Monthly Base Pay for any member outside of the Training Division, and the Rotating Inspector actively holding a MFD Staff position.

A SOG has been created which outlines general tasks for each 11% level assignment

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this ____th day of October 2021.

For the City:

For the Union:

John Engen, Mayor

Tavis Campbell, President

Attest

Marty Rehbein, CMC
Legislative Services Director/City Clerk