

Memorandum of Understanding
2022 Paramedic Certificate Program (Missoula College)
Between IAFF Local 271 and the City of Missoula

This MOU is entered into by both parties with the shared intent to promote ALS Pre-Hospital Emergency Medical Care for the Missoula Community. The Parties agree to enter into this Memorandum of Understanding (MOU) for the 2022 Missoula College Paramedic Certificate Program.

Parties agree that this MOU will supersede Section 7 of Article 14 of the Collective Bargaining Agreement (CBA) between IAFF Local 271 and the City of Missoula.

The MOU agreement for the 2022 Missoula College Paramedic Certificate Program is described as follows:

1. Compensatory (Comp) time (as described in Section 7 of Article 14) will only be approved for the didactic (classroom) portion of the program. Additional Comp time hours directly related to the Paramedic program will not be approved for employees enrolled in the 2022 Paramedic Certificate Program.
2. Local 271 recognizes that selected employees for the Paramedic program will enter into an agreement with the City of Missoula defining reimbursement of the City for any losses specified in the Paramedic Training Program Agreement.

The City agrees to:

- a) Pay the Tuition of the employee for the 2022 Missoula College Paramedic Certificate Program. Up to \$15,500 per employee max of four (4) employees. Pay for the required drug screening, purchase of 1 uniform “Scrubs”, required text book, and up \$100.00 for 1 approved stethoscope.
- b) Write the employee off of the work schedule if (didactic) class is scheduled during their regular scheduled shift. The employee will be written off the work schedule ½ hour prior to the start of class through 1/2 hour post class time. The department will back fill with overtime for the vacancy created due to the employee being written off shift.
- c) Through a partnership between the Missoula Fire Department (MFD) and the Missoula College, MFD will provide Paramedic Preceptors for this program. Employees enrolled in this paramedic program will be able to complete up to 180 hours of field “Ride” time while on shift at MFD.
- d) Write the employee off of the work schedule for 180 hours of field “Ride” time with MESI.

- e) Make reasonable accommodations to allow employees enrolled in the 2022 Paramedic Certificate Program to study and complete course work while on shift. Minimum disruptions to MFD daily activities shall be considered.
- f) If an employee enrolled in the 2022 Paramedic Program is in excess of one hundred twenty-five (125) hours as defined in Section 7 of Article 14. At the end of the calendar year due to Compensatory time accrued during the didactic portion of the paramedic program. An extension may be granted by the Fire Chief with an approved written plan for usage of excess time.

The parties agree that this MOU only pertains to the 2022 Paramedic Certificate Program. This MOU shall not set precedence for other MFD sponsored trainings.

IN WITNESS WHEREOF, the parties hereto have set their hands and seal this__ day of ____2022

For the Missoula Fire Department

_____	_____
Gordy Hughes, Fire Chief	Date

For IAFF Local 271

_____	_____
Tavis Campbell, President	Date

City of Missoula

_____	_____
John Engen, Mayor engenj@ci.missoula.mt.us	Date

Attest:

_____	_____
Marty Rehbein, CMC Legislative Services Director/City Clerk rehbeinm@ci.missoula.mt.us	Date