

COUNCIL ACTION FORM

SUBJECT: AGREEMENTS BETWEEN CITY OF AMES AND MARY GREELEY MEDICAL CENTER AND CITY OF AMES AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 625, IN REGARDS TO PROVIDING FOR EMERGENCY MEDICAL TECHNICIAN (EMT), EMERGENCY MEDICAL DISPATCHING, AND COMPUTER-AIDED DISPATCHING SERVICES

BACKGROUND:

Mary Greeley Medical Center (MGMC) and the City of Ames have had a long-standing cooperative partnership that has been forged over many years. Because of the investments that both organizations have made into growing this unique model of shared responsibilities, the Ames community and visitors alike have received exceptional emergency medical response services.

In an effort to better assist MGMC, which has the primary responsibility for emergency medical responses, it was agreed in 1996 that the Ames Fire Department would upgrade its emergency medical service (EMS) status to that of First Responder, which is the most basic level of EMS in the State of Iowa. First Responders can perform basic medical procedures such as splinting extremities, maintaining airways, and controlling bleeding.

Under this agreement, MGMC reimburses the City for monthly incentive pay provided to firefighters and lieutenants who maintain their First Responder credential. This incentive pay is established in the City's collective bargaining agreement that outlines benefits for the firefighters. The agreement also provides that MGMC would reimburse the City for the training costs and provide one defibrillator for each fire station.

In 1998, a service once provided by MGMC to the community was further enhanced when the Ames Fire Department was contracted to assume the primary responsibility for extrication of persons from motor vehicle accidents. This change allowed MGMC to focus attention on providing medical treatment to the patient(s) at the accident site. Within that contract, it was agreed that MGMC would pay for 50% of the costs for training, equipment, and apparatus needed to perform this additional service. In 2003, the contract was modified to further clarify responsibilities under this partnership.

PROPOSED AGREEMENT WITH MGMC (ATTACHMENT A):

In 2016, MGMC requested that the Ames Fire Department upgrade its EMS service level to Emergency Medical Technician (EMT). The EMT service level is designed to provide basic emergency care for critical and emergent patients. Procedures include the use of auto-injector epinephrine, blood glucose monitoring, and administering patient-assisted

medications. Discussions occurred between the two parties regarding this requested change in service level, but no changes were agreed to by the parties.

In 2019, MGMC gave notice that it was cancelling the contract with the Ames Fire Department for medical services. Additionally, MGMC cancelled two other contracts with the Ames Police Department, one for Emergency Medical Dispatching (EMD) and the other for the interface connection between the Police Department's Computer Aided Dispatch System to MGMC ambulances. Although cancellation notices were received, the parties continued to operate under the original terms of the agreements until a new contract could be negotiated.

Despite the three cancellation notices, MGMC did express a desire to discuss and potentially enter into a new agreement. Negotiations ensued immediately after the cancellation notices were received. The three separate contracts were drafted into a single contract (see Attachment A). Under this new agreement:

- The Ames Fire Department's EMS service level will increase to EMT within 18 months. The department will transition over to a Conditional EMT service early next year. At this level of service, EMT-level services may be provided when staffing allows, while MGMC provides EMT training and certification to the whole department. The department will transition away from the Conditional EMT service to an EMT service once the department has more members trained and certified at the EMT level, which will be towards the end of 2021.
- The Ames Fire Department will be responsible for 100% of the cost for extrication equipment and training.
- MGMC will be responsible for 100% of the incentive pay paid to Ames Firefighters and Lieutenants for maintenance of their EMS license (see below regarding revisions to the agreement with Fire Union).
- MGMC will provide, free to the city, all equipment, initial and ongoing training, and disposable supplies in order to provide EMT services to the community.
- Both parties have established performance measures that will be reviewed and agreed upon annually. They currently include EMT certification of the Ames Fire Department within 18 months, two annual continuing educational trainings per year with an additional certification training provided by MGMC, and timely response from the Medical Director in regards to changes in policy, procedures or protocols.
- MGMC is responsible for developing emergency response plans related to medical 911 calls and provide Medical Director Services to create and manage the protocols for this service.

- The City will allow MGMC a Computer Aided Dispatch (CAD) connection and assist with the on-going access to the City's Public Safety network. MGMC is responsible for the costs related to the data link between the City's dispatch system and their information management system.
- MGMC will continue to have the primary responsibility for providing emergency medical services for victims at the scene of an incident and during transportation of the victim to the medical center.
- The initial term of this agreement shall be for four years with one automatic renewal term of four years. If a new contract has not been agreed to at the end of the automatic renewal term, the contract will continue for one additional year if mutually agreed upon.
- Either party may cancel the contract with a 180-day written notice before the end of the contract term, but only if agreed upon performance measures are not being met. Both parties will have six months to remediate any identified issues. Upon cancellation or withdrawal of either party, the assistance provided by the City of Ames to MGMC for emergency medical response shall cease, the responsibilities for EMD shall revert to MGMC, and the assistance provided by the Ames Police Communication Center shall cease.

PROPOSED CONTRACT REVISION TO AGREEMENT WITH FIRE UNION LOCAL 625 (ATTACHMENT B):

With an upgrade in the EMS service level for fire personnel to EMT, additional negotiations were needed between the City of Ames and Fire Union Local 625. A Letter of Agreement was drafted between the City of Ames and IAFF Local 625 to reflect the following mutually agreed upon changes to the Collective Bargaining Agreement, addressing Educational Certification Pay, also known as incentive pay:

- EMT certification becomes a required credential for Firefighters and Lieutenants whose initial hire date as a Firefighter occurs after January 1, 2020. The EMT certification must be obtained within 18 months of the start of employment, and be maintained thereafter.
- Emergency Medical Responder (EMR) certification, previously known as First Responder, remains the minimum required credential for Firefighters and Lieutenants whose initial hire date as a Firefighter occurred prior to January 1, 2020. These firefighters may elect to upgrade to EMT to receive the higher incentive pay, but it is not required.
- Current EMR incentive pay is \$20 per month for Step A, B, and C Firefighters, and .7% of the annual salary for Step D Firefighters and Lieutenants.

- Proposed EMT incentive pay will be \$30 per month for Step A, B, and C Firefighters, and 1.05% of the annual salary for Step D Firefighters and Lieutenants.

In FY 2019/20 MGMC was invoiced \$24,167 to cover EMR incentive pay for Ames Firefighters and Lieutenants. For FY 2020/21, it is estimated that MGMC will be invoiced \$30,792 for EMS incentive pay, which will include EMT and EMR certified Firefighters and Lieutenants. If the contract between the City of Ames and MGMC is not renewed at the end of the term or is cancelled, the City would be responsible for the incentive pay.

ALTERNATIVES:

1. Approve:
 - A. *The Reciprocal Service Agreement Between Mary Greeley Medical Center and the City of Ames, and*
 - B. *The Letter of Agreement Between City of Ames and IAFF Local 625.*
2. Refer one or both agreements back to the City staff for further negotiations.
3. Do not approve the agreements.

This action would end reimbursement for firefighter incentive pay and could require MGMC to handle dispatching and emergency medical response without City assistance.

CITY MANAGER'S RECOMMENDATION:

The proposed agreements provide for an increase in the level of emergency medical response provided to the Ames community. Firefighters, who typically arrive first to emergency medical incidents, will be able to provide more advanced medical care, thereby improving the outcomes for patients once transferred to MGMC's care. In exchange, MGMC will finance an increase in incentive pay for the firefighters who obtain the EMT credential. The agreement also provides for equipment and training for the City while providing MGMC with Emergency Medical Dispatching and Computer Aided Dispatching services.

The proposed contract continues the partnership between MGMC and the City of Ames which results in excellent emergency medical response to our residents. Therefore, it is the recommendation of the City Manager that the City Council adopt alternative No. 1, as described above.

RECIPROCAL SERVICE AGREEMENT BETWEEN MARY GREELEY MEDICAL CENTER AND THE CITY OF AMES, IOWA

This SERVICE AGREEMENT (the “Agreement”) effective the 1st day of July, 2020 (the “Effective Date”) is between Mary Greeley Medical Center (“Mary Greeley”) and the City of Ames (“City”), (each individually, a “Party”, and both collectively, the “Parties”).

RECITALS

WHEREAS, the Parties desire, for administrative convenience, efficiency and cost effectiveness purposes, to arrange for Mary Greeley and the City to agree upon responsibilities of each party in their duties related to Emergency Medical Services and Extrication Services and Emergency Medical Dispatch, as well as the utilization of shared information technology (IT) tools under the terms and conditions set forth in this Agreement.

NOW, THEREFORE, for and in consideration of the foregoing, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties hereto agree as follows:

SCOPE OF SERVICES

A. Emergency Medical Services

Mary Greeley shall have the primary responsibility for providing emergency medical services for victims at the scene of the incident and during transportation of the victim to the medical center. However, the City’s fire department will provide reasonable assistance, as requested, to Mary Greeley personnel for emergency medical services to victims.

Mary Greeley shall also provide, free of charge, the following services and items to the City:

- (1) Initial and ongoing training programs pertaining to Emergency Medical Technician (EMT) level certification for members of the fire department.
- (2) Initial and ongoing disposable equipment and supplies necessary to deliver EMT services.
- (3) The purchase and maintenance of one defibrillator for each of the City’s fire stations and the replacement of those defibrillators as needed to meet advances in technology. When the need for additional defibrillator units beyond the minimum of one defibrillator for each of the City’s fire stations has been identified and mutually agreed to, Mary Greeley shall provide and maintain these units to the City’s fire department at no cost. Mary Greeley retains ownership of the defibrillators provided to the City’s fire department. Upon termination of this Agreement, the defibrillators will be returned to Mary Greeley unless a separate agreement is reached regarding their disposition.

B. Extrication Services

The City’s fire department shall have the primary responsibility for extrication of victims from wrecked motor vehicles. However, Mary Greeley personnel shall provide reasonable assistance to the City’s fire department personnel, as requested, for scene management and victim extrication.

C. Emergency Dispatch Services

Communications Center is the local Public Safety Answering Point for phone calls on the 911 system in the City of Ames. To provide a framework for Emergency Medical Dispatch (EMD), the Communications Center implements the practices and protocols of a commercially available EMD program known as Medical ProQA from Priority Dispatch, Inc. (hereinafter called ProQA). This program includes both computerized and non- computerized elements that provide direction to trained and certified dispatchers for response to emergency medical calls.

All medical calls that come into the Communications Center are responded to in accordance with the protocols established by ProQA or a similar EMD protocol service. Mary Greeley assisted in the initial review and establishment of those protocols to assure they meet with appropriate local practices, and shall continue to assist the Communications Center when those protocols need to be revised. Mary Greeley will provide Medical Director Services, if required, for the implementation and ongoing operation of this service. Nothing in this paragraph shall bind the Communication Center or Mary Greeley to the use of ProQA as the EMD technology provider. If the parties transition to alternate software, by mutual agreement or by circumstances beyond the control of either party, they agree to share equally in the costs of a successor software program.

Mary Greeley will be responsible for developing, implementing and maintaining emergency response plans for circumstances related to medical 911 calls. The response plans will include a call out procedure that will allow the Communications Center to contact Mary Greeley emergency response personnel in a manner compatible with the technologies available to the Communications Center, a method for selecting appropriate response equipment and personnel, and protocols for communication of relevant information. The plans should include protocols for acknowledgement of call out and procedures for failing acknowledgement.

The parties understand that the Communications Center is responsible for call-taking, pre- arrival instruction to the caller, dissemination of information about the call to emergency response personnel and record keeping of the call. It is the responsibility of Mary Greeley to determine what Mary Greeley equipment and personnel should respond in any situation and also ensure that they are prepared and available to respond. Each party is also responsible for its own records related to emergency dispatch services.

Mary Greeley shall have the primary responsibility for providing emergency medical services for victims at the scene of the incident and during transportation of the victim to the medical center. Mary Greeley shall be responsible for the system (including protocols and programming) for direct notification of on-call personnel. Mary Greeley will prepare and ensure that medical equipment, personnel, and ambulances are available to respond to a call, including the establishment of mutual aid agreements with other agencies for emergency medical services. Mary Greeley will develop protocols and response plans for those times when all Mary Greeley emergency medical services resources are committed. When Mary Greeley's emergency medical services resources are committed and mutual aid agreements must be activated, the dispatchers will be notified and the protocol for notification of the mutual aid agencies will be initiated through the aforementioned protocols.

D. CAD TO MICS and Locution

CAD to MICS

The City currently operates a CAD system provided by Central Square. The City holds a contract with Central Square that provides for licensing, maintenance and support for the CAD system software program. Mary Greeley/MICS currently operates an information management system from Image Trend, Inc.

The City incurred substantial expense to establish CAD and it is the intention of the parties that the connection between Central Square and Image Trend will continue with no additional expense to the City. When the CAD TO MICS connection was established in 2013, the City amended its contract with CentralSquare to cover the additional services needed to establish and maintain the CAD TO MICS link. Mary Greeley is responsible for the costs of the additional Central Square services related to the CAD TO MICS link. Mary Greeley is also responsible for any expenses and recurring fees related to CAD TO MICS and all associated hardware, software, licenses, interfaces, installation, vendor consultations, testing, training. If the City transitions to alternate dispatch software or an alternate vendor for dispatch software, Mary Greeley agrees to be responsible for the costs related to the data link between the City's new dispatch system and Mary Greeley's information management system, including but not limited to additional services from the City's vendor, any expenses and recurring fees, and all associated hardware, software, licenses, interfaces, installation, vendor consultations, testing, training.

It is the responsibility of Mary Greeley to select and implement a connection device and service that is compatible with Central Square, meets the City's requirement for access control and data security and is capable of sending and receiving the data produced by Central Square CAD. Mary Greeley shall be responsible for all on-going costs for connectivity in CAD TO MICS. Should a wired connection between the Public Safety Network (where the Central Square CAD software resides) and a physical location in Mary Greeley become desirable, Mary Greeley will be responsible for establishing that connection under these same terms.

The City will allow for the CAD interface/connection and assist with the establishment and on-going access to Public Safety network and the CAD software in a manner that provides sufficient data for CAD TO MICS. Mary Greeley will be responsible for all other aspects of the CAD TO MICS project. Administration of the CAD TO MICS software components will remain the responsibility of Mary Greeley while all software in the Central Square system will be the responsibility of the City. Administration tasks that require both parties will be addressed in a regular meeting to be established at a mutually acceptable time.

Locution

The Communications Center will notify Mary Greeley staff of the need for an ambulance callout using the Locution notifications system. The City has provided and will continue to provide a suitable location and power for computer hardware to facilitate the implementation of Locution for (EMD).

COSTS AND OWNERSHIP

Equipment acquired by either party in furtherance of this Agreement shall remain under the ownership of the party that purchased the equipment.

EMERGENCY MEDICAL DISPATCH

The City shall be responsible for the acquisition and maintenance of the communications hardware located in the Communications Center facility. Mary Greeley will be responsible for the acquisition and maintenance of communications hardware located outside the Communications Center. Division of expenses for the acquisition and maintenance of software not otherwise addressed in this Agreement shall be by agreement of the parties.

EMERGENCY MEDICAL SERVICES PERFORMANCE MEASURES

The City is responsible for ensuring that the Ames Fire Department is a licensed EMT service provider as established by the State of Iowa within eighteen (18) months. Firefighters hired after the effective date of this agreement should be EMTs within eighteen (18) months of hire. All firefighters shall adhere to the policies, procedures, and protocols set forth by the Medical Director, who is currently provided by Mary Greeley.

Mary Greeley is responsible for ensuring that the Medical Director responds in a timely manner to requests for updates to policy, procedure, or protocol. In general, a response within two weeks on any question or routine update will be considered timely. In matters involving substantial risk to patients or providers or in the case of rapidly evolving matters of practice, a response from the Medical Director is expected within a week.

The City and Mary Greeley shall have two joint continuing education trainings per year. One training will be protocol related and one training shall pertain to rescue, as required by the State of Iowa to maintain EMT certification. Additionally, Mary Greeley agrees to provide one EMT certification training per year. These two joint continuing education trainings and one EMT certification training will be at no additional cost to the City. Any EMT training attended by City employees outside of these offered trainings, shall be paid for by the City.

PAYMENT

Costs of services provided under this Agreement will be calculated on a fiscal year schedule running from July 1, to June 30. The City will bill Mary Greeley on or about June 15 each year for Mary Greeley's share of the costs for that fiscal year, to be dispersed across the aforementioned services as the City deems to be appropriate. The estimated costs to Mary Greeley for fiscal year 2020/21 are \$36,986. (See Attachment)

In fiscal year 2020/21, Mary Greeley will pay the City an amount equal to the total incentive pay for firefighters and lieutenants who held and maintained Emergency Medical Responder (EMR) certification at a rate of \$20 per month for each firefighter in Steps A, B, or C of the City's pay plan and at a rate of 0.7% of the annual salary for each Step D firefighter and lieutenant. It is understood and agreed that the Ames Fire Department will take ongoing measures to transition all firefighters and lieutenants to the EMT (Emergency Medical Technician) level. Once all firefighters and lieutenants have transitioned from EMR to EMT, Mary Greeley will have no further obligation under this agreement to pay the City for EMR incentive pay.

In addition, in fiscal year 2020/21, Mary Greeley will pay the City an amount equal to the total incentive pay for each firefighter and each lieutenant who held and maintained EMT certification at a rate of \$30 per month for each firefighter in Steps A, B, or C of the City's pay plan and at a rate of 1.05% of the annual salary for each Step D firefighter and lieutenant.

The yearly increase in costs to be paid by Mary Greeley to the City during the life of the agreement will be only the changes in the actual costs incurred by the City for the data feed to MGMC, emergency medical dispatch services and changes in the incentive pay (fire emergency medical services) required in the collective bargaining agreement between the City and the recognized bargaining unit for the Ames firefighters, which currently is the International Association of Firefighters Local 625.

In order to help control the costs, the parties agree that Mary Greeley shall not pay to the City more than a five percent (5%) increase from any fiscal year to the next fiscal year of this agreement in: 1) the monthly incentive pay rate for each firefighter in Steps A, B, or C, and 2) in the incentive pay percentage of the

annual the salary for each firefighter in Step D and each lieutenant.

Invoices will be sent to Mary Greeley at: Dieter Friton
Mary Greeley Medical Center
1111 Duff Avenue
Ames, Iowa 50010

SUPERSEDES

This Agreement supersedes all prior agreements between Mary Greeley and the City regarding Emergency Medical Services and Extraction Services, Emergency Dispatch Services, and CAD TO MICS and Locution.

ANNUAL REVIEW

Authorized representatives of Mary Greeley and the City shall meet in January of each year regarding Emergency Medical Services to: (a) evaluate last year's performance measures, (b) review and establish performance measures for both parties for the current year, (c) plan changes to the services provided, and (d) review emergency medical service items related to equipment (including defibrillators), training, and incentive pay to be budgeted for the next fiscal year. Any changes in performance measure and/or services provided must be mutually agreed to by both parties.

Authorized representatives of Mary Greeley and the City shall meet in March of each year regarding Emergency Medical Dispatch to: evaluate the past performance under this Agreement, review the procedural and medical protocols of the EMD program and the operational policies and procedures regarding CAD to MICS and Locution services, plan changes to the services provided when appropriate, review and plan for staff training and to review program costs. Nothing in this paragraph should prevent the parties from meeting at other times for these same, or other, purposes related to EMD.

MEDICAL DIRECTION

Mary Greeley shall provide medical supervision and direction pertaining to those matters within the scope of this Agreement consistent with applicable state and federal laws. In order to meet the standards related to emergency medical dispatch practices, Mary Greeley shall provide the emergency medical dispatch medical direction. This direction shall include protocol selection, review and approval, case review for quality improvement and continuing dispatcher education related to those quality improvements. Mary Greeley agrees to provide Medical Director Services as described in this section without charge to the City.

ACCESS TO RECORDS

The United States Department of Health and Human Services, the Comptroller General of the United States, or their authorized representatives, as well as both parties of this contract shall have access during normal business hours to the books and records of the parties to this Agreement that pertain to this Agreement, including all documents and records necessary to verify the nature and extent of the costs of the services furnished under this Agreement, for a period of not less than four years after the services are furnished.

INDEMNIFICATION

Neither party hereto, nor the Medical Director, shall be liable for any damages proximately resulting from the negligent or wrongful actions or omissions of the other party, employees, agents or contractors performing under this Agreement. Mary Greeley shall provide an insurance certificate for the Medical

Director function with the City of Ames as a named insured party.

DURATION AND CANCELLATION

The initial term of this Agreement shall be for four (4) years from the effective date of this Agreement with one automatic renewal term of four (4) years. If the parties have not implemented a new Agreement by the end of the automatic renewal term but mutually agree to continue providing reciprocal services, the terms of this Agreement will continue for one (1) additional year to allow time for a new Agreement to be reached.

The parties agree to meet at the 42 month mark of each term in order to determine if the terms of the Agreement remain satisfactory. At that time, the parties will determine if performance measures are being met. If performance measures are not being met, the parties have six (6) months to remediate any identified issues. At the end of each term and upon a determination that either party is not meeting performance measures, either party may withdraw from the Agreement only after giving the other party a one-hundred and eighty (180) day written notice to cancel.

Upon cancellation or withdrawal of either party, the assistance provided by the City of Ames to Mary Greeley as EMTs shall cease, the responsibility for EMD shall revert to Mary Greeley, and the assistance provided by the Communications Center shall cease. Costs incurred on behalf of Mary Greeley prior to cancellation shall be billed to Mary Greeley as part of a final reconciliation at cancellation. At time of cancellation, any invoices outstanding or anticipated, will be taken into account in order to determine the final financial reconciliation between the parties. Every effort will be made to minimize or prorate costs if the Agreement is cancelled.

NOTICE

All notices under this Agreement shall be in writing and shall be deemed to have been given: (i) upon hand delivery or (ii) if sent by Regular Mail, within seventy-two (72) hours after the notice has been deposited in the United State Post Office, postage paid. Notices shall be sent to the other party at the addresses set forth below. Either party may change its address by giving notice in writing thereof to the other party.

For City:

Fire Chief
1300 Burnett Avenue
PO Box 811
Ames, Iowa 50010

For Mary Greeley:

Dieter Friton
Mary Greeley Medical Center
1111 Duff Avenue
Ames, Iowa 50010

GOVERNING LAW/SEVERABILITY

This Agreement shall be governed by and construed in accordance with the laws of the State of Iowa. Any provision of this Agreement which shall be found invalid, void, or illegal shall in no way affect, impair, or invalidate any other provision hereof; and the remaining provisions hereof shall nevertheless remain in full force and effect.

AMENDMENTS

This Agreement may be amended at any time by mutual agreement of the parties. Amendments to this Agreement must be in writing and signed by both parties.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly

authorized representatives.

MARY GREELEY MEDICAL CENTER

By: _____
Brian Dieter, CEO

Date: _____

CITY OF AMES, IOWA

By: _____
John A. Haila, Mayor

Date: _____

Attest by: _____
Diane Voss, City Clerk

Attachment

Projected Costs		
MGMC Contracts 2020 Update	Proposed Fiscal Year 20/21 w/ EMT	
Contract Name		Proposal Notes
<u>Data Feed to MGMC</u>		
Mobile Licenses	\$972	EMD data to vehicles
Image Trend Interface	\$361	EMD data to MGMC Software
Net Motion Licenses	\$425	Mobile Connectivity for MGMC Vehicles
CAD Monitor License	\$220	CAD Monitor-clarify is still being used
Ops Center Access and Support	\$0	Ops Center available without charge or support
Locution Hosting	\$127	Alerting system on server. Estimated electricity/space cost per year
Locution Link	\$127	Alerting system linkage to hospital equipment. Recommended by IT for internet connection
IT Support	\$645	IT Cost share of support-hospital calls saying locution didn't alert/Includes EMD share
Subtotal	\$2,878	
<u>Emergency Medical Dispatch</u>		
Quality Assurance Coord 1/4	\$0	In lieu of 1/4 Dispatcher in contract
Priority QA Costs	\$0	
EMD Software Maintenance	\$2,110	EMD Software assists ambulance with prioritization and resource allocation
EMD Server Maintenance	\$919	This includes assignment of determinant codes for billing.
EMD Server Replacement	\$287	
Dispatcher EMD Recert	\$0	
IT Support-Server/Software	\$0	
Medical Director	\$0	
Subtotal	\$3,316	Currently billed in arrears to coincide with Data Contract.
<u>Fire Emergency Medical Services</u>		
EMT Certification		
Step A	(4) \$1,440	
Step B	(1) \$360	
Step C	(3) \$1,080	
Master Firefighter	(17) \$13,284	
Lieutenants	(7) \$6,063	
EMT Subtotal	\$22,227	
EMR Certification		
Step A	0	
Step B	(3) \$720	
Step C	(4) \$960	
Master Firefighter	(11) \$5,730	
Lieutenants	(2) \$1,155	
EMR Subtotal	\$8,565	
Fire Emergency Medical Subtotal	\$30,792	
Totals across all contracts	\$36,986	

LETTER OF AGREEMENT BETWEEN
CITY OF AMES AND IAFF LOCAL 625

REGARDING EMERGENCY MEDICAL TECHNICIAN CERTIFICATION

10/30/2020

WHEREAS, the Firefighter and Fire Lieutenant classification specifications presently include a minimum requirement for certification at the Emergency Medical Responder (EMR) level, and;

WHEREAS, the City pays incentive pay for employees in these positions to maintain this certification, at the rate of \$20 per month for Steps A-C for Firefighters and 0.7% of salary for Step D Firefighters and Lieutenants, and;

WHEREAS, the parties desire to raise the Ames Fire Department's level of service to a minimum of Conditional Emergency Medical Technician (EMT), which is a higher level of service, and to modify the classification specifications to reflect this change;

THEREFORE, the City and the IAFF Local 625 agree as follows:

1. CLASSIFICATION SPECIFICATIONS:

The classification specifications for Firefighters and Fire Lieutenants shall be revised to indicate:

- a. Emergency Medical Technician certification is a required credential for Firefighters and Lieutenants whose initial hire date as a Firefighter occurs after January 1, 2020. The Emergency Medical Technician certification must be obtained within 18 months of the start of employment, and be maintained thereafter; and,
- b. Emergency Medical Responder certification remains the required credential for Firefighters and Lieutenants whose initial hire date as a Firefighter occurred prior to January 1, 2020.

2. INCENTIVE PAY:

- a. Effective upon certification by the State of Iowa as a Conditional EMT Service, Firefighters and Lieutenants whose initial hire date as a Firefighter occurred prior to January 1, 2020 are entitled to medical incentive pay at their highest level of certification as follows:

	Firefighter Step A, B, or C	Master Firefighter (Step D)	Lieutenant
EMR Certified	\$20 per month	0.7% of salary	0.7% of salary
EMT Certified	\$30 per month	1.05% of salary	1.05% of salary

- b. Effective upon certification by the State of Iowa as a Conditional EMT Service, Firefighters and Lieutenants whose initial hire date as a Firefighter occurs after January 1, 2020 are entitled to medical incentive pay of:

	Firefighter Step A, B, or C	Master Firefighter (Step D)	Lieutenant
EMT Certified	\$30 per month	1.05% of salary	1.05% of salary

3. LOSS OF EMERGENCY MEDICAL TECHNICIAN CERTIFICATION:

- a. Firefighters and Lieutenants whose initial hire date as a Firefighter occurred prior to January 1, 2020:
- i. An employee who possesses or obtains their EMT certification may voluntarily choose to downgrade their certification to EMR, provided that employee meets the standards for EMR certification. In such an instance, the employee will receive EMR incentive pay as outlined in paragraph 2(a) of this letter of agreement.
 - ii. An employee who loses their EMT certification due to negligence is subject to discipline as prescribed in the Maintenance of Credentials Policy.
- b. Firefighters and Lieutenants whose initial hire date as a Firefighter occurs after January 1, 2020:
- i. Voluntary downgrade to EMR certification is not permitted. An employee who loses their EMT certification is subject to discipline as prescribed in the Maintenance of Credentials Policy.

4. REVISIONS TO TEXT OF COLLECTIVE BARGAINING AGREEMENT:

- a. Section 26.3 of the 2019-2022 Collective Bargaining Agreement shall be revised as follows (additions in underline, deletions in ~~strikethrough~~):

“~~26.3~~25.3 Educational Certification Pay. For employees whose initial hire date as a Firefighter occurred prior to January 1, 2020:

- Twenty dollars (\$20.00) per month for successful completion (and certification) of an Iowa EMS Certification at the Emergency Medical Responder level ~~or higher~~;
- Thirty dollars (\$30.00) per month for successful completion (and certification) of an Iowa EMS Certification at the Emergency Medical Technician level or higher.

For employees whose initial hire date as a Firefighter occurs after January 1, 2020, thirty dollars (\$30.00) per month for successful completion (and certification) of an Iowa EMS Certification at the Emergency Medical Technician level or higher.

~~and an~~ Regardless of initial date of hire, an additional \$20.00 for successful completion (and certification) of a Fire Instructor I program.

In order to continue receiving incentive pay following any certification, an employee must maintain current certification and must complete necessary training updates for each program.”

- b. The Wage Addenda (Addenda B and C) of the 2019-2022 Collective Bargaining Agreement shall be revised as follows: (additions in underline, deletions in ~~striketthrough~~):

In Addendum B:

	<u>Step D</u>
Firefighter	<u>\$74,415 (EMR Certified)</u> <u>25.5546</u>
	<u>\$74,668 (EMT Certified)</u> <u>25.6415</u>
Fire Lieutenant	<u>\$82,477 (EMR Certified)</u> <u>28.3233</u>
	<u>\$82,757 (EMT Certified)</u> <u>28.4193</u>

In Addendum C:

	<u>Step D</u>
Firefighter	<u>\$76,461 (EMR Certified)</u> <u>26.2574</u>
	<u>\$76,720 (EMT Certified)</u> <u>26.3462</u>
Fire Lieutenant	<u>\$84,745 (EMR Certified)</u> <u>29.1020</u>
	<u>\$85,032 (EMT Certified)</u> <u>29.2006</u>

In Addenda B and C:

Effective July 1, 2004, the City will combine incentive pay (~~First~~Emergency Medical Responder - .7%, Instructor I - .7%, and DMACC classes – 1.7% for a total of 3.1%) and add to Firefighter Step D, Fire Lieutenant, and Fire Inspector pay scale.

Effective upon certification by the State of Iowa as a Conditional EMT Service, the City will combine incentive pay (Emergency Medical Technician - 1.05%, Instructor I - .7%, and DMACC classes – 1.7% for a total of 3.45%) and add to Firefighter Step D and Fire Lieutenant.

5. It is understood and agreed that this letter of agreement is conditioned upon the City entering into a subsequent agreement with Mary Greeley Medical Center regarding reimbursement of the costs of EMT certification. Should the City and Mary Greeley Medical Center be unable to agree to terms for reimbursement of EMT certification costs, (including incentive pay, and any other compensation provided in this letter of agreement), this letter of agreement between the City and IAFF Local 625 shall be of no force or effect.
6. The parties understand and agree that the compensation provided by this letter of agreement reflects a fair exchange for the modifications to the class specifications proposed by the City.
7. The parties acknowledge that during the negotiations that resulted in this letter of agreement, each had the unlimited right and opportunity to make demands and proposals regarding the compensation to be provided in exchange for the modification of the Firefighter and Fire Lieutenant class specifications.

This agreement is entered into this ____ day of _____, 2020, at Ames, Iowa.

CITY OF AMES, IOWA

AMES ASSOCIATION OF PROFESSIONAL
FIRE FIGHTERS, LOCAL NO. 625 OF THE
INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS

Bethany Jorgensen,
Director of Human Resources

Eric Facio
President

Date

Date