

AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Teresa Deloach Reed
Fire Chief

SUBJECT: Changes to the Promoted Paramedic
Support Program

DATE: September 3, 2013

City Administrator
Approval



Date

9/5/13

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends that Council adopt a resolution approving an amendment to section 2.9.4 of the Memorandum of understanding between the City of Oakland and International Association of Firefighters Local 55 to allow for continuation of the Paramedic Support Program from July 1, 2013 through June 30, 2014 with an increase in the premium pay from three percent (3%) to three and one half percent (3.5%) above the top step firefighters regular base rate of pay for any period in which an authorized unit member participates in the program.

OUTCOME

The City and the International Association of Fire Fighters (IAFF) Local 55 have reached a tentative agreement regarding operational changes to the PSP and an increase of the premium pay from three percent (3%) to three and on-half percent (3.5%) effective July 1, 2013.

BACKGROUND/LEGISLATIVE HISTORY

The City of Oakland has a contract with the County of Alameda under which the Oakland Fire Department (OFD) must provide First Responder Advance Life Support (ALS) service within 8 minutes, 30 seconds on 90% of all emergency medical service requests at the Bravo and above level of Medical Priority Dispatch Service.

The current City and IAFF Local 55 Memorandum of Understanding (MOU) expires on June 30, 2014. The MOU provides for a pilot Paramedic Support Program (PSP) effective July 1, 2009. The PSP provides enhanced ALS service by supplementing the Fire Fighter Paramedic with an extra licensed paramedic in support. There are fifty-six (56) authorized PSP positions. PSPs who volunteer to participate receive a premium pay of three percent (3%) of top Fire Fighter pay.

Item: _____
City Council
September 17, 2013

The MOU in Article 3.2.9.4 states, "Unless the City and the Union reach agreement prior to June 30, 2013, the Promoted Paramedic Support Program shall terminate effective July 1, 2013." The City has an interest in maintaining the PSP and making it permanent in OFD.

Council authorized extension of the existing PSP program through September 17, 2013 while negotiations between the parties continued. The IAFF Local 55 membership vote was held on or near August 12, 2013. The Union ratified the tentative agreement to make several operational changes while reducing the maximum number of participants from fifty-six (56) to thirty-six (36) and increasing the premium pay from three percent (3%) to three and one-half percent (3.5%) above the top step firefighter's regular base rate of pay for any period an authorized unit member is participating in the PSP.

ANALYSIS

The PSP is a value added program that allows participating members to continue to use Advanced Life Support (paramedic) skills after promotion. It allows the City to maintain ALS status on apparatus when there is a short term Fire Fighter Paramedic vacancy rather than running the company Basic Life Support (BLS). Otherwise, OFD is contractually required to send a second engine or truck with ALS level care when a BLS company responds to an emergency medical service event. Additionally, PSP participants can work overtime in the Fire Fighter Paramedic rank possibly reducing mandatory overtime in that rank.

The parties reached agreement to continue the program.

PUBLIC OUTREACH/INTEREST

No public outreach was required.

COST SUMMARY/IMPLICATIONS

Even with the increase of half a percent fully burdened at 76.96% to each participating member, there is no increase in the annual budgeted cost of the program because of the reduction from 56 to 36 in the maximum participant pool size. The economic breakdown is as follows:

	PSP Premium	Total
Multiplied 56 PSP at 3%	4,834	\$270,704
Muhiplied 36 PSP at 3.50%	5,640	\$203,040

Item: _____
City Council
September 17, 2013

Deanna J. Santana, City Administrator

Subject: Adopt a Resolution to Increase the Premium Pay for the Paramedic Support Program from three percent (3%) to three and one-half percent (3.5%) retroactive to July 1, 2013

Date: September 3, 2013

Page 3

SUSTAINABLE OPPORTUNITIES

There are no economic opportunities associated with this report.

There are no environmental opportunities associated with this report.

There are no social equity opportunities associated with this report.

For questions regarding this report, please contact Trinette Gist Skinner, Fire Department, at (510) 238-4936.

Respectfully submitted,



Teresa DeLoach Reed
Fire Chief

Reviewed by: Sonja Lara
Acting Employee Relations Director


Prepared by:
Trinette Gist Skinner, Fire Division Manager
Fiscal and Administration Services Division

Exhibit 1 – Proposed MOU Amendment

Item: _____
City Council
September 17, 2013

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2013 SEP -5 AM 10:59


City Attorney

OAKLAND CITY COUNCIL

RESOLUTION No. _____ C.M.S.

RESOLUTION APPROVING AN AMENDMENT TO SECTION 2.9.4 OF THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 55 TO ALLOW FOR CONTINUATION OF THE PARAMEDIC SUPPORT PROGRAM FROM JULY 1, 2013 THROUGH JUNE 30, 2014 WITH AN INCREASE IN THE PREMIUM PAY FROM THREE PERCENT (3%) TO THREE AND ONE-HALF PERCENT (3.5%) ABOVE THE TOP STEP FIRE FIGHTER'S REGULAR BASE RATE OF PAY FOR ANY PERIOD IN WHICH AN AUTHORIZED UNIT MEMBER PARTICIPATES IN THE PROGRAM.

WHEREAS, Section 2.9.4 of the Memorandum of Understanding (MOU) between the City and the international Association of Fire Fighters, Local 55, which expires on June 30, 2014, provides for a pilot Paramedic Support Program (PSP) that was to terminate on July 1, 2013, unless the City and Union reached agreement regarding terms for continuing the program;

WHEREAS, the Council authorized extension of the existing PSP through September 17, 2013, while negotiations between the City and Local 55 regarding terms for continuing the program continued;

WHEREAS, the City and Local 55 have reached an agreement to amend Section 2.9.4 of the MOU, providing that the maximum number of participants in the program will be reduced from fifty-six (56) to thirty-six (36) and the premium pay will be increased from three percent (3%) to three and a half percent (3.5%) above the top step fire fighter's regular base rate of pay for any period in which an authorized unit member participates in the program, effective July 1, 2013, along with certain operational changes (*see* Exhibit 1);

WHEREAS, the agreement entered into between the City and Local 55 to amend Section 2.9.4 of the MOU has been presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State of California; and

WHEREAS, the terms and conditions of the agreement entered into between the City and Local 55 to amend Section 2.9.4 of the MOU are in the best interests of the City; now, therefore, be it

RESOLVED: That the City Council authorizes the amendment of Section 2.9.4 of the Local 55 MOU to continue the Oakland Fire Department Paramedic Support Program from July 1, 2013 through June 30, 2014, and further authorizes increasing the premium pay from three

percent (3%) to three and one-half percent (3.5%) above the top step fire fighter's regular base rate of pay for any period in which an authorized unit member participates in the program, effective July 1, 2013.

FURTHER RESOLVED: That the City Council authorizes the City Administrator or her designee to negotiate and enter into all required agreements with the County of Alameda for the continuation of the program subject to the terms and conditions of this resolution and the accompanying Council report.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, GALLO, GIBSON MCELHANEY, KALE, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

DRAFT OF PROPOSED PSP MODIFICATIONS

2.9.4 Promoted Paramedic Support Program.

Effective July 31, 2009~~13~~, the City and the Union agree to establish-a modify the Promoted Paramedic Support Program. The Promoted Paramedic Support Program shall apply to all companies currently rolled out to provide ALS service.

This Promoted Paramedic Support Program is intended to provide enhanced ALS service by supplementing the Firefighter/Paramedic position with an extra licensed paramedics in support. This Promoted Paramedic Support Program is not intended to substitute members of the Promoted Paramedic Support Program for the purpose of rolling out additional ALS companies. Additionally, the Promoted Paramedic Support Program will help reduce mandatory overtime in the Firefighter/Paramedic rank by providing a pool of paramedics in higher ranks that are eligible to work overtime in the Firefighter/Paramedic rank.

2.9.4.1 Maximum Number Of Unit Members.

Depending on paramedic staffing needs, the number of unit members assigned to the Promoted Paramedic Support Program shall not exceed thirty-six (36) with a maximum of twelve (12) regularly assigned unit members per shift (A, B, C schedule) in fiscal years 2009-10 through 2012-13.

~~At its sole discretion, the City may increase the number of unit members assigned to the Promoted Paramedic Support Program up to 65.~~

2.9.4.2 Unit Members May Volunteer For Promoted Paramedic Support Program.

Promoted unit members up through the rank of Captain of Fire may volunteer for assignment to the Promoted Paramedic Support Program when openings are available. A promoted unit member assigned to the Promoted Paramedic Support Program may practice as the primary ALS provider for the promoted unit member's company when insufficient Firefighter/Paramedics have volunteered for overtime. ~~The vacancy for the shift may be filled from the Firefighter rank. In the event that mandatory overtime is required in another rank as a result of filling the vacancy from the Firefighter rank, then a Firefighter/Paramedic will be utilized in mandatory overtime and the Promoted Support Paramedic will function in the his/her regular rank (ordinary support role). Local 55 agrees to waive "rank-for-rank" within the "affected" company under the circumstances described in this section. Local 55 and the City agree to jointly prepare and distribute a letter to all unit members encouraging promoted unit members to volunteer for~~

assignment-to-the-Promoted-Paramedic-Support-Program-up to eight (8) hours during times when regularly assigned Firefighter/Paramedics are unavailable. The parties agree to waive "rank for rank" within the "affected" company under the circumstances described in this section.

Use of Promoted Paramedic Support Program Assignments

With the exception of voluntary overtime assignments, the use of Paramedic Support Program members, while on regular duty, is limited to the backfill of Firefighter/Paramedic positions for the purpose of maintaining ALS capability on an apparatus. Paramedic Support Program members activated to fill a position may be reassigned to a different station/apparatus for the duration of that activation.

Promoted Paramedic Support Assignments

Promoted Paramedic Support assignments shall be assigned equitably. Assignment shall be based on reverse seniority and the least total number of hours in a unit member's Paramedic Support Program bucket as tracked by Telestaff. An eight hour activation of a Paramedic Support Program member will count as one of the four 8 hour details allowed per the MOU. When activated, Paramedic Support Program members may only work as a Paramedic (no "dual role"). Other than for overtime, Paramedic Support Program members will not be used for 24 hour increments.

2.9.4.3 City's Commitment.

The City agrees to hire the budgeted number of Firefighter/Paramedic slots using reasonable efforts. The City agrees there will be no impact/impediment to a Paramedic Support Program member's ability to transfer station / shift assignments. Each shift (A, B, C) shall have a dedicated number of Paramedic Support Program slots available. Volunteer transfer of station / shift assignment may not guarantee continued participation in the Promoted Paramedic Support Program.

2.9.4.4 Promoted Paramedic Support Pay.

Each unit member assigned to the Promoted Paramedic Support Pilot Program shall be paid a flat dollar amount equal to three and one-half percent (3.50%) above the top step firefighter's regular base rate of pay for any period the unit member is participating in the Promoted Paramedic Support Program. Promoted Paramedic Support pay shall be incorporated into the unit member's compensation reported to CalPERS.

2.9.4.5 Condition Of Participation.

As a condition of participation in the Promoted Paramedic Support Program, unit members shall meet the standards established in Section 2.1.2. For unit members assigned to the Promoted Paramedic Support Program, the City shall provide the courtesy notice described in Section 2.1.3 and license

renewal assistance/on duty training described in Section 2.1.2.

2.9.4.6 **Withdrawal From Promoted Paramedic Support Program.**
A promoted unit member who volunteers for and is assigned to the Promoted Paramedic Support Program may withdraw from the Program by giving the Fire Chief or designee at least ~~sixty (60) days~~ fourteen (14) days written notice.

~~**2.9.4.7** **Program Termination Date.**
Unless the City and the Union reach agreement prior to June 30, 2013, the Promoted Paramedic Support Program shall terminate effective July 1, 2013.~~