

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into this 24th day of September, 2019 by and between the City of Venice, (hereinafter referred to as "City") and the International Association of Firefighters Local Chapter 2546 representing the City of Venice Firefighters (hereinafter referred to as "Union").

WHEREAS, the City and the Union have a collective bargaining agreement in place for the period October 1, 2017 to September 30, 2020; and

WHEREAS, that contract constitutes the status quo;

NOW THEREFORE, in consideration of the mutual promises, covenants and agreements contained herein, the parties agree as follows:

With reference to Article 7 of the current CBA, which states that in all cases relating to entry-level pay, the city shall have the final authority, the City and IAFF 2546 agree to amend section 5 "Specialty Pay - Paramedics" as follows:

Probationary Firemedic/Paramedic - raise from \$3338 annually to \$8000 annually
Apprenticeship Firemedic/Paramedic - raise from \$6180 annually to \$8500 annually
Journeyman Firemedic/Paramedic - raise from \$7725 annually to \$9000 annually
Paramedic Preceptor or Field Training Officer - raise from \$1500 annually to \$3500 annually (6 positions)
Specialist Paramedic - raise from \$1000 annually to \$3500 annually

Paramedic Preceptor or Field Training Officer (6 positions). Will be paid the approved rate if the certification is held and approved by the medical director at the time of hire regardless of being on probation. The employee will receive approved pay rate immediately upon approval of qualification by the medical director.

Any Specialist Paramedic certifications will be paid the adopted rate if certification is held at the time of hire regardless of being on probation otherwise will be paid at the commencement of the new fiscal year.

The following qualify as specialty pay: Pediatric Advanced Life Support (PALS) Instructor, Advanced Cardia Life Support (ACLS) Instructor, Neonatal Resuscitation Program Provider, International Trauma Life Support or Pre Hospital Trauma Life Support Instructor, Pediatric Education for Prehospital Professionals Instructor, Tactical Emergency Casualty Care Provider, Geriatric Education for EMS Instructor.

FOR CITY OF VENICE

Name Date

FOR UNION

Name Date