

**Memorandum of Understanding Between the
City of Fort Dodge
and
Fort Dodge Firefighters Local 622**

This Memorandum of Understanding (hereinafter the "Agreement") is entered into by and between the City of Fort Dodge, Iowa and Fort Dodge Firefighters Local 622. The collective bargaining agreement (CBA) and "Addendum" between the City of Fort Dodge and Fort Dodge Firefighters Local 622 effective July 1st, 2019 through June 30, 2022 is amended as follows for the purpose of establishing a pilot project to implement an Emergency Medical Services (EMS) overnight shift schedule for EMS personnel and night time standby duty for all covered employees.

Whereas, the Union and the City have met to discuss ways to optimize EMS coverage and decrease overtime expenses; and

Whereas, the current Addendum to the CBA identifies the work schedules for EMS personnel; and

Whereas, the parties agree to the following language specific to this pilot project to ensure appropriate EMS coverage for ambulance trips/transfers overnight.

1) EMS Shift Schedules

The normal work schedule for Emergency Medical Technicians (EMTs) and Paramedics will be 12-hour shifts, either the day shift from 7:00 a.m. to 7:00 p.m., afternoon/evening shift from 11:00 a.m. to 11:00 p.m. or the night shift 7:00 p.m. to 7:00 a.m. Employees will work two (2) days on followed by two (2) days off; three (3) days on followed by two (2) days off; two (2) days on followed by three (3) days off.

2) Standby

Any employee assigned to standby duty by their supervisor shall receive \$30 pay per twelve (12) hour period from 7:00 p.m. to 7:00 a.m. Standby shall be defined as a duty assignment by the supervisor or their designee that the employee be available for immediate response to a call or text notification. While on standby, the employee must keep their phone or on call device with them, at all times, and shall refrain from any activity which would inhibit the ability of the employee to make an immediate response. An employee who's on standby shall be allowed to trade this responsibility with another employee who is equally qualified for the particular assignment.

3) Overtime

Regular scheduled EMS shift hours actually worked in excess of forty (40) in the week shall be paid at one and one-half (1.5) times their regular rate of pay or earned as comp time at time and one-half (1.5) to take off at a later date. Regular scheduled hours do not include standby duty assignments. Pyramiding of hours shall not be permitted.

Voluntary overtime may be offered to all Fire and EMS Division employees for filling open shift vacancies. Working involuntary overtime, such as being assigned standby duty, required to stay after shift to fill an open vacancy or to return to work for a call back, is mandatory.

A special Labor-Management committee will evaluate this pilot project on a regular basis, no less than monthly, to determine its level of success and discuss measures for improvement.

All other language remains the same.

This Agreement shall be effective as of the date of signing and shall take effect for the duration of the current collective bargaining agreement through June 30, 2022.

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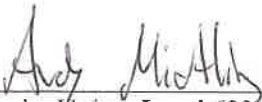
This Agreement for the pilot project described above shall continue only by mutual agreement as an attachment to the next collective bargaining agreement effective July 1, 2022 to June 30, 2025.



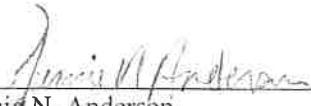
Mayor Matt Bemrich Date



David Fierke Date
City Manager



For the Union, Local 622 Date
5/23/22



Jamie N. Anderson Date
Human Resource Director
City of Fort Dodge



For the Union, Local 622 Date
5/24/22

RESOLUTION NO. 22-03-086

**A RESOLUTION APPROVING A MEMORANDUM OF UNDERSTANDING
FIREFIGHTERS ASSOCIATION, LOCAL 622**

WHEREAS, the labor agreement negotiated with the Fort Dodge Firefighters' Association provides for work rules and orderly operations, promoting harmonious relationships between the employer and its employees; and

NOW, THEREFORE, BE IT RESOLVED that the attached memorandum of understanding regarding the implementation of pilot project for an overnight shift schedule for Emergency Medical Services (EMS) employees and standby duty for all covered employees become effective upon approval.


PASSED AND APPROVED by the City Council of the City of Fort Dodge, Iowa, this 28th day of March 2022.

AYE: Flattery, Nelson, Conrad, McCaleb, Alstott, Moehnke and Schuur

NAY: None

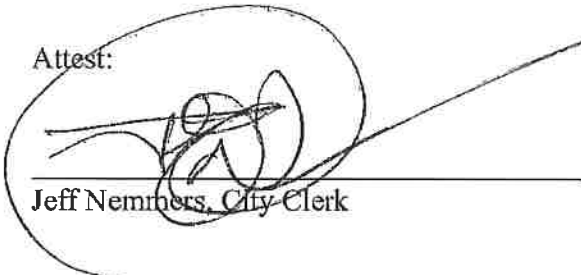
OTHER: None

City of Fort Dodge, Iowa



Matt Bemrich, Mayor

Attest:



Jeff Nemmers, City Clerk