MEMORANDUM OF UNDERSTANDING

BETWEEN

FITCH-RONA EMERGENCY MEDICAL SERVICES DISTRICT

AND

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 311

**Background:**

Over the past few years, the additional advanced equipment and acuity of patients in the district have continued to increase, while the field experience of our new limited-term employees (LTE) has continued to decrease.

A workgroup of employees and Deputy Chief Dostalek have spent over a year developing and refining a standard onboarding process to set new employees up for success with a part-time career at Fitch-Rona. These steps will ensure that patient care and operations remain high, regardless of the employment status and experience of the provider.

This process requires additional training and work for the designated Field Training Officers.

**Proposal:**

Other local public safety agencies in our area provide additional pay for the additional work being asked for by their training officers.

~~Field Training Officers will be selected by the Chief and assigned field training work at the Chief’s discretion~~. Field Training Officers will be selected based on established criteria, including experience, leadership ability, and training skills. The selection process shall involve input from the Union and use a standardized evaluation process. Removal from FTO status shall require just cause, with written notification to the affected employee and the Union.

The district is proposing an additional $1.00 per hour of pay to Field Training Officers while performing Field Training Officer duties.

~~Employees selected as Field Training Officers are not guaranteed a minimum amount of field training work or permanent status as a Field Training Officer~~. FTO assignments shall be distributed equitably among designated FTOs, subject to operational needs, to prevent inconsistent or arbitrary work distribution."

This MOU will expire upon ratification of the next collective bargaining agreement.

Dated this \_\_\_\_ day of \_\_\_\_\_, 2025 with an effective date of 1 January 2025.

Fitch-Rona Emergency Medical Service District International Association of Firefighters AFL-CIO, Local 311

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Patrick Anderson, EMS Chief Brandon Ryan, Union Steward- Fitch-Rona EMS

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Derek Johnson, EMS Commission Chair Mahlon Mitchell, President, IAFF Local 311