

# Fire Department EMS Collective Bargaining MOU

Presentation to Mayor and City Council

Tuesday, January 14, 2025

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# EMS MOU Presentation

- EMS Collective Bargaining Timeline
- Key Principles for Developing the EMS MOU
- Provisions Covered in the MOU
- Fiscal Impact
- Next Steps

## Key Principles for Developing an EMS MOU

- Foster a welcoming environment and cultivate a positive culture for MedStar employees transitioning to the city
- Offer EMS competitive pay that aligns with market and civil service step plan pay structure
- Establish a rank structure that provides clear promotional opportunities
- Focus on providing patient-focused care and being able to recruit and retain EMTs, Paramedics, and Telecommunicators
- Create process for current MedStar employees to transition without the need to reapply and take a civil service entrance exam

# EMS MOU Overview

MOU Term – July 1, 2025 to September 30, 2026

Cost of Contract – \$54.4M over two years

MOU covers: EMT's, Paramedics, Telecommunicators

Pay:

- EMT's and Paramedics – average 10% increase – this is a one-time adjustment, with a portion of the 10% having been provided by MedStar prior to the transition on July 1<sup>st</sup>
- MedStar will provide - 3.5% Across the Board and CoFW will provide the 6.5% Market Adjustment.

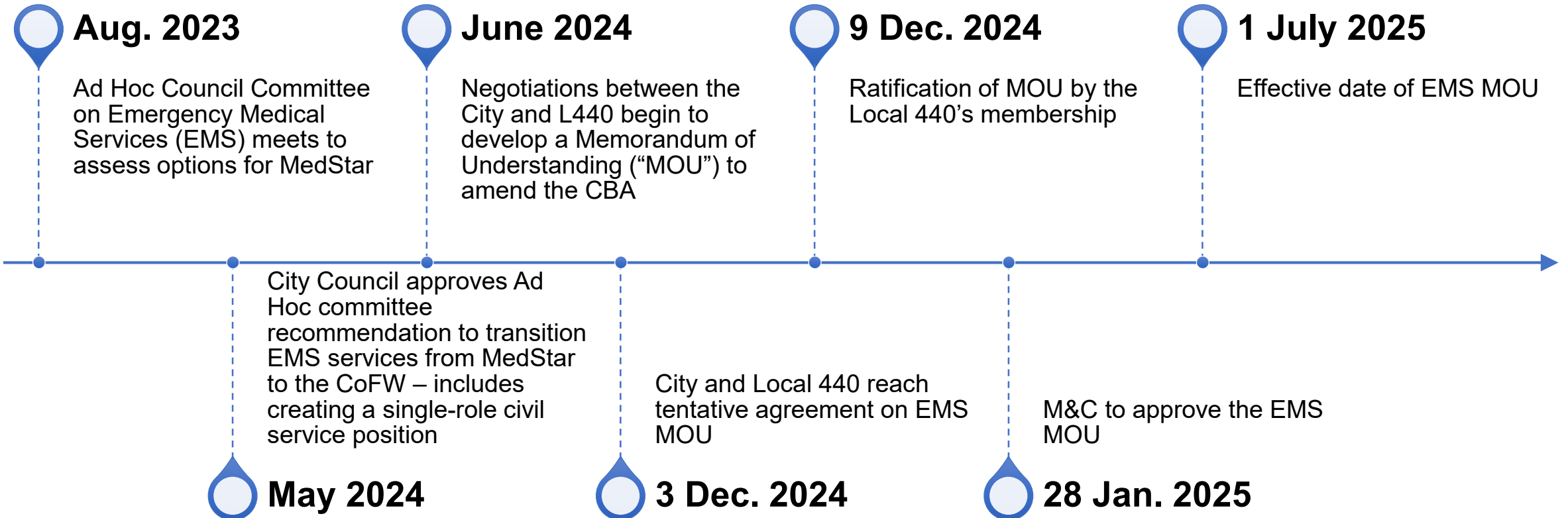
Other Provisions:

- Paid time off, including Vacation and Holiday
- Incentives
- Promotional processes
- Appointed rank positions

Changes made that were not related to the EMS-transition:

- Healthcare language updates
- Last Chance Agreement

# Key Dates in Timeline



## Transition to Civil Service

- Transition majority of MedStar employees to receive Civil Service protections
- Civil Service Status for EMS & Telecommunications employees only
- CBA and MOU Governs pay, benefits and discipline
- Single Role Firefighters
  - Duties are to provide emergency medical services (e.g., EMTs and Paramedics)
- Telecommunications or Emergency Communications Personnel
  - Provides telephonic emergency medical services for the City

## EMS Collective Bargaining Scope

- City and Local 440 agreed to create an MOU that will become part of the current Fire Collective Bargaining Agreement (CBA)
  - Current Fire CBA expires September 30, 2026
  - EMS MOU expiration aligns with the Fire CBA
- MOU will address employee benefits, rates of pay, and other working conditions.
  - Create new EMS job classifications to fall under the provisions to the Texas Local Government Code Chapter 143, as modified by the CBA
  - Define roles and definitions for Fire Fighter positions that are “single role” (EMS only) and “dual role” (EMS and fire fighting) job roles
  - EMS Communications personnel are included in the MOU

# Proposed Civil Service Classifications for EMS

## EMS Ambulance Service:

- EMT
- Lead Paramedic
- EMS Supervisor
- EMS Manager
- EMS Administrative Officer
- Deputy EMS Officer

## EMS Communications:

- Telecommunicator
- Telecommunications Supervisor
- Telecommunications Manager



## Cost of EMS MOU



- Total costing covers the 15-month contract
- Includes base wages, pension, Medicare, and step increases
- Does not include all overtime costs

We will be providing an EMS Transition Update this Spring to further discuss the total cost of providing EMS Services and ensuring there is a long-term funding strategy in place to address.

## Cost of Contract Includes

- Includes the baseline EMS Ad Hoc Committee service level recommendations:
  - Reduce UHU from 0.67 to 0.50
  - 8-minute travel time 90% of the time for priority one calls
  - Tiered ALS/BLS system
- Staffing required to achieve these metrics – approximately 75 new positions for operations, and nine (9) new ambulances to equip the staff
  - 12 hours shifts

## Employee Outreach & Education

- MedStar employees were encouraged to attend bargaining sessions
- Regular updates were provided during the bargaining process to keep employees engaged:
  - Town Halls
  - Small group meetings with Chief Davis
  - Written updates shared on SharePoint site dedicated to the EMS transition



## Next Steps

- January 28<sup>th</sup> – M&C to approve the EMS CBA
- February – June
  - Continue to provide information to MedStar employees
  - Provide offer letters to employees
  - Work with HR and Payroll to ensure that agreement terms are in place to have ready for implementation prior to start of July 6<sup>th</sup> pay period
- July 1, 2025 – Effective date of EMS CBA

Thank you

