

**Memorandum of Agreement  
By and Between  
King County  
and  
International Association of Fire Fighters, Local 2595**

**Background**

In the past, Vashon Island Fire and Rescue (VIFR) has received King County Emergency Medical Services (EMS) Levy funding to provide paramedic Advanced Life Support (ALS) services to Vashon Island through contract.

In 2014, VIFR expressed several concerns to EMS about VIFR's Advanced Life Support operation on Vashon Island. In response, EMS collaborated with VIFR to explore improved ALS service solutions for Vashon residents, which resulted in a proposal for EMS to absorb the Vashon ALS operation into the much larger King County Medic One (KCM1) ALS operation. In October 2016, the Vashon Fire Commissioners unanimously approved the proposed service merger of VIFR's ALS operation into the KCM1 service operation.

The purpose of this Agreement is to outline the employment terms and conditions negotiated between IAFF L2595 and the County for KCM1 paramedics to directly provide paramedic services to Vashon residents.

**SECTION A**

**KCM1 Vashon Island (VI) Service Response Model.**

**i. Staffing.** A minimum of two KCM1 paramedics shall be assigned to Vashon Island twenty-four hours a day and seven days a week, unless a special event on Vashon Island requires additional staffing or an unusual circumstance demands an alternative staffing model.

**ii. Response.**

**a.** KCM1 paramedics shall work in the current configuration/model currently utilized on Vashon Island and respond to calls with both paramedics consistent with the King County Emergency Medical Service (EMS) model when both paramedics are on the Island and there are not simultaneous calls.

**b.** When KCM1 paramedics on VI determine a patient requires ALS care, both paramedics shall provide that care consistent with the dual paramedic King County EMS model. When a patient requires, in the opinion of the paramedics, paramedic attended transport to a hospital via medic unit, the KCM1 paramedics and VIFR EMT aid crew will provide a "split" paramedic crew transport on the ferry. The split transport means that one VIFR EMT and one KCM1 paramedic will provide the off island transport on the ferry, leaving one KCM1 paramedic and one EMT on the island to respond to a second call. The purpose of the split paramedic crew transport plan is to minimize the situations where no paramedics are physically present on Vashon Island to respond to ALS calls.

c. Whenever possible, both paramedics shall attend to the patient up until the patient leaves the island on the ferry. If, in the paramedic's opinion, the patient becomes unstable or requires additional paramedic support during the ferry ride or upon arrival on the mainland, the closest available medic unit to their location can be requested to assist. In the rare case that an alternative transport method is utilized that is not consistent with King County regular practice and that does not have advanced life support capabilities (e.g., U.S. Coast Guard helicopter, law enforcement marine unit, etc.) the split transport model shall be utilized. In case of a disaster or multiple causality incident, paramedics and EMTs shall follow the King County MCI plan that may include basic life support transport of advanced life support patients consistent with standard King County practice.

## **SECTION B**

### **VI Shift Premium for Paramedics.**

i. **Ferry tickets.** KCM1 paramedics and MSOs assigned to VI will be reimbursed for the cost of ferry tickets.

ii. **VI Shift Premium.** When KCM1 shift paramedics, Shift MSOs, Acting MSOs, and Admin MSOs are assigned to work a paramedic shift on VI, they shall receive an 10% shift premium for all actual hours worked on Vashon Island.

iii. **Premium Eligibility.** To be eligible for the 10% VI Shift Premium, the paramedic must be assigned to work a paramedic shift on a medic vehicle. The VI Shift Premium shall be in addition to any other shift premiums paid. For example, a paramedic eligible to receive the Field Training Officer (FTO) premium while working a paramedic shift on VI would be eligible to receive their applicable hourly wage rate plus VI Shift Premium 10% plus FTO Premium 5%.

### **Medic Services Officer (MSO).**

i. MSO series classifications (i.e., Shift MSO 1 & 40-hour Admin MSO 2, 3, 4, 10) shall receive a 2.5% base pay increase over their current MSO base rate listed in the wage addendum of the parties' collective bargaining agreement. In support of this change, the County recognizes the increased body of work associated with planning, implementing, and managing the unique paramedic operation on Vashon Island and also the updated duties contemplated in the MSO classification review process currently underway.

ii. Acting MSOs shall receive the appropriate Shift MSO 1 pay rate (2.5% base pay increase included) for all actual hours worked backfilling MSO 1 shifts.

iii. The effective date of the MSO 2.5% wage increase shall occur when one of the below two events has occurred:

1. The MSO classification update process/impact bargaining has concluded and King County Council has ratified this Agreement, or;

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2. The EMS Director (or designee) formally notifies MSOs in writing to commence planning the merger of VI services into KCM1.

**SECTION C**

**Living Quarters on VI.** The County shall provide living quarters and all other accommodations, emergency backup systems and safety equipment on VI comparable to other stations in the KCM1 system.

**VIFR Personnel Transition.** VIFR paramedics that meet KCM1 employment standards will be provided a transition option to King County employment.

**Bargaining Obligation.** All County bargaining obligations related to the merger of Vashon ALS services into KCM1 are fulfilled by the terms of this Agreement, except the parties agree that impact bargaining related to the specific topic of the VIFR Personnel Transition details may still occur. The parties further understand that not all issues are foreseeable with the KCM1 Vashon merger. Either party may request to discuss a new issue not addressed by this Agreement or during the impact bargaining process and work toward mutually agreeable solutions.

**Implementation.** The County shall retain discretion to determine when and how the Vashon merger occurs while abiding by the terms of this Agreement. If EMS Director (Michele Plorde) determines KCM1 should not provide ALS services on VI, all terms of this agreement are null and void.

**Stakeholder Approval.**

This Agreement is subject to the approval of Local 2595 (Union), VI Fire Commissioners, King County Executive and King County Council.

APPROVED this 27<sup>th</sup> day of December, 2016.

By: [Signature]  
King County Executive

For International Association of Fire Fighters,  
Local 2595:

[Signature]  
Stephen Perry, President