

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

**SUBJECT: Vashon Island Fire and Rescue Paramedics Employment Transition Agreement**

**Background**

King County, Vashon Fire Commissioners, Vashon Island Fire and Rescue (VIFR), and International Association of Fire Fighters, Local 2595 (Union) have developed and agreed upon a proposed service consolidation of VIFR's Advanced Life Support paramedic services into King County Medic One (KCM1). The purpose of this Agreement is to detail the negotiated terms related to the transfer of paramedics currently employed by VIFR into King County employment. The five VIFR paramedics ("VIFR Medics") that will be provided the employment transition option are listed below:

- Mark Brownell
- William A. Buchanan
- Christopher N. Huffman
- Andrew R. Johnson
- Leslie Pohl

**Agreement**

**1. Hire Date.** The VIFR Medics will be given the option to commence King County employment effective February 1, 2017. All necessary new employee documents and orientation must be completed in accordance with the standard process for hiring new paramedics. The VIFR Medics will attend the standard new hire orientation for King County employees and be subject to a standard background check; however, they will not be subject to a pre-employment physical, psychiatric exam, or physical ability test.

**a.** King County will not voluntarily request VIFR Medic disciplinary or performance related personnel records. Any active "for cause" probationary activities as set forth by the Program Medical Director are exempt from this rule.

**2. Paid Leave.**

**a. Paid Leave (Vacation and Sick Leave) - Accrual.** Upon hire to King County, VIFR Medics will be subject to the paid leave rules in the Collective Bargaining Agreement between King County and IAFF, Local 2595 (2595 CBA) and relevant King County policies, except as explicitly agreed otherwise in this Agreement. Given the unique circumstances of the Vashon service integration and resulting employment change for VIFR Medics, the County is willing to agree based on mutual consent with the Union to allow VIFR

Medics to accrue paid leave based on their University of Washington - Harborview Paramedic Training certification date rather than employed years of service with KCM1.

**b. Paid Leave - Use.** VIFR Medics will not be required to wait six months after their hire date to request to use vacation. VIFR Medics vacation picks shall be honored as submitted for the 2017 calendar year.

(1) For 2017 only, all vacation requested from current KCM1 paramedics and the VIFR Medics will be granted as "Vacation Approved" in Telestaff, except for the Holidays listed in Article 9, Section 2(b) of the 2595 CBA.

**c. Paid Leave - Balances.** All vacation and sick leave accrual by VIFR Medics shall be transferred intact, hour for hour, from VIFR to King County. For example, if VIFR Medic has 100 hours of vacation and 100 hours of sick leave on his last day of VIFR employment, he will have 100 hours of vacation and 100 hours of sick leave added to his paid leave accruals upon entry to King County employment without a loss to his compensation.

**3. Medic X Days (i.e., Debit Days).** In 2017, VIFR Medics Medic X days will be assigned with an attempt to cover the vacation days picked by the other VIFR Medics joining Local 2595. Once their vacation days are entered into Telestaff and their Medic X days have been assigned, "year in advance" furlough coverage will be paged out again for all open vacation days (this includes new days from the VIFR Medics, as well as previously unfilled shifts, giving the VIFR Medics, as well as all members of Local 2595, the opportunity to fill these shifts).

**4. 2017 Wage Rates.** VIFR Medics will be offered the following "KC Pay Rates" upon hire into King County employment based on their University of Washington - Harborview Paramedic Training certification date.

**a.** Any VIFR Medic whose wage is currently higher than what they would receive via the 2595 CBA paramedic wage Addendum A (i.e., Mark Brownell and Chris Huffman) shall be kept at the same base wage rate listed in the 2017 Wage Rates Table below (i.e. Y-Rate) until the pay rates listed in the 2595 CBA Wage Addendum A surpass their rate pay rates. At that point, Mr. Brownell and Mr. Huffman shall receive the wage rate according to a new 2595 CBA Wage Addendum A based on their certification date/years of service.

<b>2017 WAGE RATES TABLE</b>						
<b>Name</b>	<b>Classification</b>	<b>KC Pay Rate</b>	<b>Step</b>	<b>Cert Date</b>	<b>Years of Cert.</b>	<b>VIFR 2016 Wage Rate</b>
Mark Brownell	Paramedic	\$50.4400	Y-Rate	Jul-97	19	\$50.4400
William Buchanan	Paramedic	\$46.3733	Step 10	Aug-89	27	\$45.4600
Christopher Huffman	Paramedic	\$50.2900	Y-Rate	Jul-06	10	\$50.2900
Andrew Johnson	Paramedic	\$45.5301	Step 9	Sep-96	20	\$44.6400
Leslie Pohl	Paramedic	\$43.8438	Step 7	Jul-03	13	\$42.9900

**5. Health Benefits.** VIFR Medics will be eligible for benefit coverage as regular paramedics. Upon hire, King County will allow VIFR Medics to use hours worked with Vashon Island Fire and Rescue to count toward King County Family Medical Leave benefit eligibility. The County shall hire the VIFR Medics in such a manner that they will not experience a gap in health insurance coverage due to the February 1, 2017 start date with King County. VIFR Medics will begin employment with King County in "Gold" status.

**6. Probation.** VIFR Medics will not serve a probationary period.

**7. Uniform Allowances.** VIFR Medics shall receive the initial uniform allowance given to new employees (PPE, coat, duty boots, pants, shirts, badge, pocket greeter, class A uniform, etc.) and one year of uniform allowance as per Local 2595's CBA.

**8. Rank and Promotions.** VIFR Medics will transfer as line paramedics. Eligibility for promotional opportunities for the VIFR Medics will follow the process as outlined in the County's CBA with Local 2595, which requires (5) year service tenure at KCM1.

**9. Pension.** The County will provide LEOFF 2 pension benefits upon hire assuming all VIFR Medics are qualified.

**10. Adjusted KCM1 Medic Pay and Vacation Accrual.** The parties agree that the County will prospectively use the UW Paramedic Certification Date to establish adjusted pay rates and furlough accrual rates (i.e. vacation) for current KCM1 paramedics Heiko Stopsack, Mark Sawdon and Steve Marth. Implementation of any prospective wage and accrual adjustment will occur subsequent to Council ratification of this Agreement. This provision was negotiated in the context of the Vashon merger, and is intended to be non-precedent setting. The County does not intend by this provision that future wage and accrual placements for KCM1 paramedics will be based on UW Paramedic Certification Dates.

The prospective wage and accrual adjustments will be determined by using the table below consistent with the UW Paramedic Certification Date and the current IAFF 2595 CBA:

Name	Current Service Date	New Service Date based on UW Paramedic Certification Date
Heiko Stopsack	7/1/1991	9/1989
Mark Sawdon	7/16/2012	7/2006
Steve Marth	4/30/1991	7/1990

**11. Other Employment Terms.** Any term or condition of employment relevant to VIFR paramedics transitioning into King County employment not explicitly identified in this employment transition option will be addressed by following the King County/IAFF, Local 2595 CBA and/or relevant policies for paramedics.

**12. Agreement.** The terms above constitutes the entire understanding between King County and the Union related to the topic of the VIFR Medic transition into King County employment. This Agreement with the Union is unique to the circumstances of the Vashon


*International Association of Fire Fighters, Local 2595 (Paramedics, Emergency Medical Services - Department of Public Health)*

280U0117

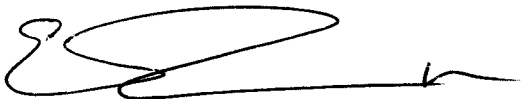
Page 3

service integration and is not intended to establish precedent. The Union and the County agree these terms are intended to supersede any other prior Agreements or understandings between the parties if a conflict exists with the explicit terms of this Agreement. Additionally, the CBA between King County and IAFF, Local 2595 and/or relevant King County policies are intended to provide supplemental information concerning the terms and conditions of employment with King County, but are intended to be superseded if they conflict with this Agreement. The terms of this Agreement are subject to approval by the Union ratification process, Prosecuting Attorney's Office, King County Executive, and King County Council.

APPROVED this 6<sup>th</sup> day of March, 2017.

By:   
\_\_\_\_\_  
King County Executive

For International Association of Fire Fighters,  
Local 2595:

  
\_\_\_\_\_  
Eric Timm, President