

**Side Agreement  
Emergency Medical Technician  
Staffing Initiative**

WHEREAS, from time to time the Bureau of Emergency Medical Services is not able to staff all available ALS units without resorting to forcing some paramedics to continue working an additional shift beyond his or her regularly scheduled shift; and

WHEREAS, the City would like to reduce expenditures for overtime hours; and

WHEREAS, the parties agree that the practice of forcing too many Paramedics to work an additional shift to staff the full compliment of ALS units demoralizes the work force; and

WHEREAS, the City has had difficulty recruiting sufficient numbers of paramedics to fill available positions; and

WHEREAS, the City has been caused to overly rely on mutual aid from neighboring communities; and

WHEREAS, in order for Pittsburgh EMS to maintain the EMS service level residents and visitors to the City have come to expect, the City has explored the option of fielding units staffed by a combination of one EMT certified to perform Basic Life Support services and one paramedic, certified to perform Advanced Life Support services; and

WHEREAS, FAPP believes fielding units combining ALS certified paramedics and BLS certified EMT's would alter their working conditions; and,

WHEREAS, the City expects to begin recruiting for EMT positions; and

WHEREAS, the City anticipates fielding a certain number of BLS units during the term of the current working agreement with FAPP,

The parties agree to the following staffing initiative:

1. Paramedic shift vacancies will continue to be filled in accordance with the collective bargaining agreement and the overtime policy.
2. Management is allowed to detail a Paramedic to another ALS unit in order to avoid having to fill two shift vacancies with Paramedics working forced overtime.
3. Management will begin recruitment of certified EMT's to staff BLS units.

4. Management intends to operate two BLS Transport units, with two EMT's for the 7-3 and 3-11 shifts ("BLS UNITS") on a daily basis and additionally to staff two EMT Reserve positions during each shift on a daily basis. Management reserves the right to operate a BLS unit with these EMT Reserve positions.
5. Once the two BLS Transport UNITS are operational and the EMT positions are filled, Management may take one ALS Transport unit out of service for a shift to avoid forcing two Paramedics to work an additional shift beyond their previously scheduled shifts.
6. Under the circumstances described in Paragraph 5, above, a third EMT Transport unit may be created during that shift from the ALS Transport unit taken out of service by staffing the unit with two Reserve EMT's Reserve.
7. No less than twelve ALS Transport units staffed with two paramedics will remain in service from 0700-2300; no less than ten ALS Transport units staffed with two paramedics will remain in service from 2300-0700.
8. At no time will an ALS unit be placed into service with less than two certified Paramedics.
9. A Labor Management committee will be established to discuss staffing for special events and any additional staffing issues.

  
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City of Pittsburgh

  
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Fraternal Association of  
Professional Paramedics

Date: 8/21/16

Side Agreement  
First Year Paramedic Pay Rate Change  
For Purposes of Recruitment

WHEREAS, the wages the City has been able to offer Paramedics during the first year of service to the City have not kept pace with wages paid by neighboring municipal emergency medical services and by some private services in the region; and

WHEREAS, the City's starting wages for Paramedics have so far proven to be an impediment to recruitment of Paramedics to Pittsburgh's Bureau of Emergency Medical Services; and

WHEREAS, the Bureau of Emergency Medical Services must frequently resort to forcing currently employed Paramedics to work additional shifts beyond those for which they are regularly scheduled; and

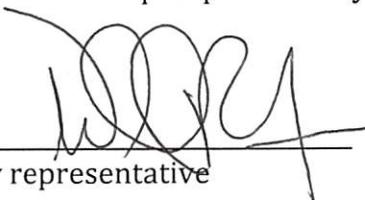
WHEREAS, that staffing model has had a detrimental impact on the workforce's morale; and

WHEREAS, by offering a slightly higher starting wage rate to Paramedics, the City believes the size of the applicant pool will increase; and

WHEREAS, larger Paramedic work force will alleviate the need to continue forcing so many Paramedics to work additional shifts,

The parties agree as follows:

1. This agreement will become effective after it is signed by both the City's and FAPP's representatives.
2. Beginning with the pay period immediately following the effective date of this agreement, the wage rate for first year Paramedics will be the same as the wage rate for second year Paramedics.
3. This wage rate change is not intended to create an enforceable claim for back wages for any time before the effective date; this change is prospective only.

  
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City representative

  
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Fraternal Association of  
Professional Paramedics  
representative

Date: 8/21/16

Date: 8/17/2016

Side Agreement  
First Year Emergency Medical Technician Pay Rate Change  
For Purposes of Recruitment

WHEREAS, the City desires to employ Emergency Medical Technicians, but the contractually agreed to wage rate set forth in the collective bargaining agreement between FAPP and the City for EMT's during the first year of service to the City has not kept pace with wages paid by neighboring municipal emergency medical services and by some private services in the region; and

WHEREAS, the Bureau of Emergency Medical Services must frequently resort to forcing currently employed Paramedics to work additional shifts beyond those for which they are regularly scheduled and; and

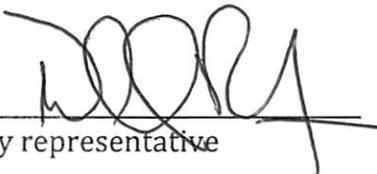
WHEREAS, that staffing model has had a detrimental impact on the workforce's morale; and

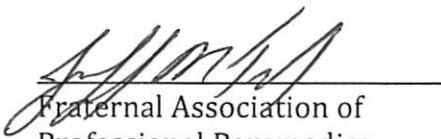
WHEREAS, the employment of EMT's will alleviate that burden; and

WHEREAS, by offering a slightly higher starting wage rate to EMT's, the City believes it will be able to recruit and retain certified EMT's;

The parties agree as follows:

1. This agreement will become effective after signed by both the City's and FAPP's representatives.
2. Beginning with the pay period immediately following the effective date of this agreement, for year 2016, the wage rate for first year EMT's will be \$15.00 per hour; for year 2017, the second year EMT wage rate will be \$15.30; for year 2018, the third year EMT wage rate will be \$15.61.

  
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City representative

  
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Fraternal Association of  
Professional Paramedics  
representative

Date: 8/21/16

Date: 8/17/2016