

**Memorandum of Agreement (MOA)**  
Between the  
Salem Professional Fire Fighters, Local 314, IAFF  
and the  
City of Salem, Oregon

This memorandum of agreement is entered into between the City of Salem, Oregon (City) and IAFF Local 314 memorializing and recognizing the need for a temporary medic unit (s) to be staffed 24hrs a day specifically to assist with the decreased amount of medic units available in the system from the private public partnership. All matters relating to rates of pay, hours of work, and other terms and conditions of employment for bargaining unit employees working in the temporary medic unit are covered by the Collective Bargaining Agreement (CBA) between IAFF Local 314 and the City except for the items outlined below which will be covered by this agreement:

Now therefore, the parties agree as follows:

- 1) Captains will be afforded the opportunity to sign up for 24hr medic shifts after the classifications of Firefighter and Engineer have had the opportunity to sign-up for such shifts as provided for in paragraph 3. If shifts are still available, Captains who elect to sign-up will be afforded the EMT-Paramedic differential pay as outlined in 20.2(A) of the CBA in addition to the ALS Transporting pay as outlined in 20.2(B) of the CBA.
- 2) The election of Captains, Engineers, and Firefighters to sign-up voluntarily for 24hr medic shifts will not impact their position on the voluntary overtime list as outlined in Salem Fire Department Standard Operating Guideline 2.2.2, and the City will not move them on the voluntary overtime list.
- 3) The Salem Fire Department Standard Operating Guideline 2.2.2 will not apply to hiring for 24hr medic unit shifts. The 24hr medic unit shift calendar will be managed by the hiring captains (outside of Salem Fire Department Standard Operating Guideline 2.2.2) at station #4. The priority used to fill the vacancies will be in the following order: Firefighter, Engineer and then Captain. If fire management determines the operational need to staff a/the medic (s) an additional month, they will notify station #4 to start the hiring no later than the 15th of the month preceding that additional month.
- 4) At no point will the City utilize -daily staffing to staff the medic unit. (3 person engines, 3 or 4-person ladder trucks)
- 5) At no point past 2000hrs will the medic unit be moved out of its assigned station to be in any form of system status used normally for the private medic units.
- 6) This agreement is non-precedent setting and will not be used by the parties in any labor arbitration proceeding as evidence of past-practice or waiver of any bargaining rights.

It is Agreed this 27<sup>th</sup> day of January, 2022

For IAFF Local 314:



Matt Brozovich, President

For the City of Salem:



Mike Niblock, Fire Chief