

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF ESCONDIDO ("CITY") AND THE ESCONDIDO FIREFIGHTERS' ASSOCIATION – SAFETY PERSONNEL – NON-SAFETY PERSONNEL ("ASSOCIATION") TO ADDRESS USE OF EMERGENCY MEDICAL TECHNICIANS IN PARAMEDIC POSITIONS UNTIL THE CITY CAN HIRE QUALIFIED PARAMEDICS

The CITY and the ASSOCIATION agree to the following:

- a. The City will maintain Paramedic positions in the City budget and will not budget for any Emergency Medical Technician positions. However, the CITY will continue to employ and hire Emergency Medical Technicians to staff Paramedic positions until the CITY can obtain qualified Paramedics.
- b. The City will attempt to recruit Paramedics from its Emergency Medical Technician employees.
- c. Emergency Medical Technicians are interim appointed employees. An interim appointed employee may fill a temporary or temporarily vacated position.
- d. The CITY will designate Emergency Medical Technicians as having "unclassified service." Unclassified service means the Emergency Medical Technicians are at will employees who may be terminated from the position without cause or appeal.
- e. Unless otherwise addressed in this side letter, Emergency Medical Technicians shall have the same terms and conditions of employment, including the 24-hour Kelly shift schedule, and receive the same benefits as Paramedics receive in the Memorandum of Understanding between Representatives of the Escondido Firefighters' Association – Safety Personnel – Non-Safety Personnel and the City of Escondido approved on January 27, 2021.
- f. The CITY will implement a five-step salary schedule for Emergency Medical Technicians.
- g. ASSOCIATION members may receive mentor and/or preceptor pay for their work with both Paramedics and Emergency Medical Technicians. Firefighter/Paramedics may mentor/preceptor Firefighter/Paramedics, Paramedics, and/or Emergency Medical Technicians. Paramedics may mentor/preceptor Paramedics and/or Emergency Medical Technicians.

CITY OF ESCONDIDO

ESCONDIDO FIREFIGHTERS' ASSOCIATION



Jessica Perpetua  
Dir. of Human Resources

11/22/21

Date



Kevin Beverly  
Association President

11/22/21

Date



Rick Vogt  
Fire Chief

11/22/21

Date