

RESOLUTION NO. 23-24-3

AMENDING THE EMPLOYEE POLICY HANDBOOK FOR PARAMEDIC PAY

WHEREAS, the City of Forest City, IA desires to comply with the terms of the Memo of Understanding with AFSCME Local 861; and

WHEREAS, a Memo of Understanding was presented to amend Paramedic working hours;

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Forest City, Iowa amends the employee handbook by replacing Attachment A with the following:

ATTACHMENT A

PARAMEDICS SHIFT SCHEDULE

Regular Hours (24)	7 am – 7 pm	Regular Rate of Pay
Backup Call (24)	7 am – 7 am	Extend current Paramedic MOU

PARAMEDIC WORKING HOURS

Regular Hours

Paramedic employees are required to work a 24-hour regular work shift. Lunch break/breaks are paid straight through, as paramedics are required to respond at any given time. Breaks are taken as needed and/or available.

Night Hours:

Paramedics have the option of utilizing the sleep room at the facility; however, they are not required to do so. By law, if they were required to sleep at the facility, they would have to be paid at their regular rate of pay, rather than minimum wage.

If the paramedic resides outside the city limits, it is their responsibility to find suitable sleeping accommodations within the city limits while they are on duty.

All paramedics are required to utilize a temperature controlled, locked garage for the response vehicle while on night call, per department guidelines.

Backup Call

Paramedics on backup/pager call are not required to be at the facility when on 24-hour call duty; however, they must be within a response time of seven (7) minutes as verified by Department Supervisor.

Call Outs

In case of impending severe weather, paramedics scheduled to work shall make accommodations to allow them to perform his/her duties and follow his/her scheduled work shifts.

Clothing Allowance

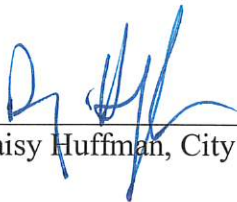
Paramedics are allowed \$250 annually for required clothing.

PASSED AND APPROVED this 3rd day of July 2023.



Ronald Holland, Mayor

ATTEST:



Daisy Huffman, City Clerk/Administrator