

**MEMORANDUM OF
UNDERSTANDING BETWEEN
MIAMI-DADE COUNTY, AND
IAFF LOCAL 1403 PATIENT**

TRANSPORTER 2

This MEMORANDUM OF UNDERSTANDING ("MOU") is entered into this 7th day of May 2025, between MIAMI-DADE COUNTY (the "COUNTY"), and the METRO DADE FIREFIGHTERS International Association of Firefighters Local 1403 ("IAFF"), jointly referred to as the ("PARTIES");

WHEREAS, IAFF is the exclusive collective bargaining agent for a bargaining unit of the Fire Rescue Department employees that are employed by the County and it has a collective bargaining agreement with the County for the term 2023-2026; and

WHEREAS, the Public Employees Relations Commission (PERC) approved the inclusion of the newly created classification of Patient Transport 2 in the IAFF existing bargaining unit;

WHEREAS, on March 17, 2025, IAFF and the County concluded negotiations regarding the Patient Transport 2 classification;

NOW THEREFORE, IAFF Local 1403 and the County agree to the following with respect to the Patient Transport 2 classification bargaining unit members:

For all employees hired on or after October 1, 2024, the entrance pay rate for the bargaining unit classification of Patient Transporter 2 shall be pay step 1 of the appropriate pay range while in training. Upon satisfactory completion of the training program the employee will be placed at step 4 of the Patient Transporter 2 pay range with a new anniversary date;

This list represents the complete set of thirty-nine (39) articles, out of the fifty-three (53) total articles contained in the CBA effective October 1, 2023, through September 30, 2026, that are applicable to employees in the Patient Transporter 2 classification. All other articles not listed herein shall not apply to this classification.

Applicable CBA Articles to Patient Transporter 2:

Article 1 – Preface

Article 2 – Recognition

Article 3 – Management Rights and Scope of the Agreement

Article 4 – Grievance Procedure

Article 5 – Arbitration

Article 7 – Overtime

Article 8 – Work in Other Classifications

Article 9 – Call Back, Court Time, and Jury Duty

Article 10 – Leave

Article 12 – Job Duties

Article 18 – Non-Discrimination Clause

Article 19 – Health Services

Article 20 – Bulletin Boards

Article 21 – Union Activity

Article 22 – Union Representatives

Article 23 – Labor Management Committee

Article 24 – Safety Standards and Equipment

Article 25 – Night Differential

Article 26 – Mergers of Other Fire Departments

Wm/jm

Article 28 – Group Health Insurance
Article 30 – Savings Clause
Article 31 – Personal Liability Protection
Article 33 – Voting
Article 34 – Services to the Union
Article 35 – Use of Private Vehicles
Article 36 – Long Service Pay Premiums
Article 37 – Dues Check-Off
Article 38 – Reporting of Injuries
Article 39 – Severability
Article 40 – Strikes and Lockouts

Article 41 – Amendment
Article 43 – Personnel File and Disciplinary Matters
Article 44 – Wages
Article 45 – Term of Agreement and Reopening
Article 46 – Paychecks
Article 48 – Communication
Article 49 – Toxicology and Alcohol
Article 51 – Layoff and Demotion Procedures
Article 52 – Community Mentoring Initiative

Nothing in this written consent is intended to change, modify, or affect the parties' Collective Bargaining Agreement, any other letters of understanding or settlement agreements, except as specifically stated in this MOU.

The parties acknowledge and agree that the Memorandum of Understanding signed on April 20, 2023, titled, "BLS Transport Unit MOU" ("2023 MOU") remains in full force and effect and is hereby incorporated by reference into this Agreement. That prior MOU addresses matters related to BTU staffing and its terms shall be read in conjunction with this MOU. To the extent there is any conflict between the 2023 MOU and this MOU, the parties agree that this MOU shall control. For ease of reference, the 2023 MOU shall be attached to this Agreement as an addendum.

The parties agree that no promise, inducement or agreement not expressly contained herein has been made, this MOU contains the agreement between the parties hereto, and the terms of this MOU are contractual and not a mere recital.

The parties will cooperate in defending any challenge to the terms of this MOU. Should any person not a party to this MOU file any lawsuit, grievance, arbitration or other proceeding to address issues in this MOU, the parties agree to provide testimony and other evidence in support.

The parties agree that this MOU shall not be construed for or against any party as a result of who drafted it.

WY/jm

The Parties have read the foregoing MOU and fully understand it.

IN WITNESS WHEREOF, the undersigned parties have caused this MOU to be executed by their duly authorized representatives as of the day and year that the document is last signed which shall be inserted in writing at the top of the MOU.

AGREED TO THIS 7th DAY OF MAY, 2025

For IAFF Local 1403

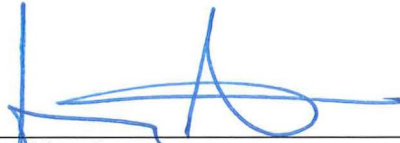


William (Billy) McAllister, President
IAFF Local 1403

4/30/25

Date signed

For Miami-Dade County



Jimmy Morales,
Chief Operations Officer
Office of the Mayor

5/7/25

Date Signed

BLS Transport Unit MOU

Memorandum of Understanding between Miami-Dade County, the Miami-Dade Fire Rescue Department ("MDFR") and Metro Dade Firefighters IAFF Local 1403 ("Local 1403") regarding a new Basic Life Support Transport Unit (BTU) pilot program.

MDFR and Local 1403 have reached the following understanding to implement a two-person BLS Transport Unit (BTU) pilot program on a trial basis in order to increase operational efficiency and expand community services provided:

1. Local 1403 and MDFR agree to utilize members of the Local 1403 bargaining unit to introduce a two-person BTU pilot program. This unit will initially be staffed on an overtime basis with personnel assigned to the BTU Driver and Attendant positions. The BTU will provide Basic Life Support ("BLS") transportation as needed for MDFR. These units will not be initially dispatched to reported incidents and will not respond as the primary unit to 911 calls. These units will only respond when requested by an on-scene MDFR unit. Schedules will be created and implemented to provide peak-hour coverage according to operational needs. These schedules will be subject to mutual agreement between the parties. Personnel staffing the BTUs will function under the terms of the existing Collective Bargaining Agreement ("CBA") with no special or additional supplemental pay for the BTU assignment. The two-person transport unit will only transport BLS patients. BTUs shall also transport BLS patients for MDFR Community Paramedics to all approved alternative destinations (Urgent Cares, Clinics and other contracted partners) when the MDFR Community Paramedic Program is established.
2. BTUs will be assigned to a fire station and will be quartered at this location. Personnel assigned to these BTUs will be dispatched from this fire station when in quarters or over-the-air when not in quarters and/or recommended via the use of Automatic Vehicle Location (AVL) technology. BTUs will go into service at the assigned fire station, and when appropriate, go out of service at the same fire station.
3. BTUs will be staffed by two BTU certified personnel in the BTU Driver and Attendant positions. The BTU Driver position will be performed by an EMT Firefighter or Paramedic Firefighter. The Attendant position will be staffed by an MDFR Protocol Paramedic and will perform Attendant functions including all necessary report writing. The Attendant position will be staffed by an OIC whenever possible, with staffing preference given in the following order: a Paramedic Lieutenant, a Paramedic Captain, and lastly a Paramedic Firefighter with the BTU Attendant Certification. This staffing model will be utilized unless changed through mutual agreement between the parties.
4. Local 1403 and MDFR agree that the BTU staffing may eventually transition to new employee classifications, EMT/Non-Fire Certified (EMT/NF), and Paramedic/Non-Fire Certified (PM/NF). Once fully established, the EMT/NF and the PM/NF employees will be the primary staffing of the BTUs. MDFR firefighting personnel may serve as an optional secondary staffing pool to maintain unit operation. If optional secondary staffing is necessary, the staffing will be utilized as indicated in paragraph 3. The PM/NF employee will be a protocol certified paramedic. It is the intent that the EMT/NF and PM/NF employees will be hired to staff only the BTUs, and not to cover any other MDFR extra duty services or functions.
5. No front-line units will be taken out of service, nor will bid personnel be moved from their bid, in order to staff a BTU. Current MDFR overtime hiring practices will be used for BTU staffing, except as indicated in paragraph 3 or 4 above. It is at the department's discretion to staff BTUs with unassigned extra personnel during regular duty days. In those cases, MDFR will make every effort to seek non-bid employees who meet the requirements in paragraph 2 and volunteer to staff BTU positions.

BLS Transport Unit MOU

6. MDFR personnel must be certified to work the two positions on the BTU. Certification for the BTU Driver position will be obtained through Vector Solutions and is available to any EMT or Paramedic in the rank of Firefighter. Certification for the Attendant position may be obtained by Paramedic Lieutenants and Paramedic Captains on Vector Solutions. Paramedic Firefighters may obtain the BTU Attendant Certification by attending the in-person off-duty BTU Attendant Certification Course, which will provide training on ePCR, radio communications, hospital interface procedures, and other responsibilities relevant to the position. The BTU Firefighter Attendant Certification Course will be offered on a regular basis, to be announced via All Stations & Offices Memo. No on-duty training slots will be given and no overtime will be authorized for attendance.
7. The parties agree that due to the implementation of this new program, the emphasis will be on quality improvement and education and not on discipline. The parties will meet and confer to review the operational effectiveness and efficiency of this new program, as well as to optimize schedules to provide peak-hour coverage, on a monthly basis.
8. The pilot program shall end on December 31, 2023 but may be extended by mutual agreement. MDFR retains the sole right to discontinue the pilot program at any time after the initial supporting data is collected without bargaining, but will give at least 30 days notice to Local 1403 before terminating the pilot program. The parties agree that this pilot program sets no precedent for future agreements or programs and will not create a past practice under Article 30 of the CBA.

AGREED TO THIS 20th DAY OF April 2023.



William McAllister, President
IAFF Local 1403



Raied S. Jadallah, Fire Chief
Miami-Dade County, Miami-Dade Fire Rescue



Witness Signature

LISA BULLARD

Witness Name



Witness Signature

JASON FERNANDEZ

Witness Name