

Letter of Agreement regarding
Mobile Integrated Health Care (MIH)
Between
The City of Racine Fire Department and IAFF Local 321

WHEREAS the City of Racine Fire Department (hereinafter “Employer”) and the International Association of Fire Fighters, Local 321 (hereinafter “Union”) are parties to a Collective Bargaining Agreement that is currently in force and;

WHEREAS the parties desire to create the program of Mobile Integrated Health Care (MIH), which requires a modification of the current Collective Bargaining Agreement as it relates to conditions of employment;

WHEREAS the parties desire to partner with Ascension All Saints Hospital or other medical facilities to implement MIH program,

NOW, THEREFORE BE IT RESOLVED that the parties agree to the following conditions:

1. This agreement is non-precedent setting.
2. Members who have been trained through the University of Wisconsin Milwaukee or equivalent MIH program approved by the department and hospital will participate in this program for a minimum of 36 months from graduation.
3. Members assigned to emergency apparatus may be directed to assist MIH members with home visits for member safety.
4. In the future if allowed by the Department of Health Services and the state administrative code EMT-Basics may be incorporated into the program with the appropriate training and successful completion of the MIH program.
5. MIH capabilities will be provided seven (7) days a week including Saturdays and Sundays.
6. An On Duty MIH member will take the lead on visiting the hospitals and setting up the MIH home visits when called upon by Ascension All Saints Hospital or other medical facilities who participate in the MIH program. Accurate records will be kept and passed on to the next work shift daily.
7. On duty MIH personnel will be required to take phone calls from the hospital or patient at any time during the 24 hour work day. A department cell phone will be provided for this purpose.

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8. The on duty Battalion Chief will work with the DC of Professional Standards and MIH members to schedule home visits and the MIH personnel will be relieved from their normal work assignments to participate in home or hospital visits. The Battalion Chiefs still have authority to delay home visits during emergencies.
9. The daily MIH team shall consist of a Lead MIH member and a second member who will either be another MIH qualified member or department member assigned by the Battalion Chief or Division Chief of Professional Standards. When appropriate or necessary the Battalion Chiefs shall follow the general daily staffing rules for recalls. Light duty members will only be used as an absolute last resort in filling out the daily MIH team.
10. MIH members will maintain their scheduled time off for vacation or holidays.
11. On duty MIH Paramedic members not assigned to MED units but performing the duties of the Lead MIH Paramedic will receive Work Out of Class Paramedic pay for their job classification and additional pay as defined in item 13.
12. On duty Paramedics assigned to MED units who participate in home visits with MIH members will only receive additional pay as defined in item 13.
13. MIH daily team members will receive the following compensation in lieu of Work Out of Class (WOOC) except as set forth in items 11 and 13.a.:
 - a. The Lead Paramedic MIH member will receive \$40 daily when assigned and WOOC.
 - b. The second MIH or interested department member will receive \$25 daily when assigned and no WOOC.
 - c. This compensation will cover a 24 hour period of time. Lead MIH members are expected to conduct all hospital and home visits and complete all required paperwork before the end of the shift. The second MIH or interested department member is there to assist the lead MIH person with vitals, other tasks as assigned, insure the safety of the team and when appropriate conduct a home safety inspection when authorized by the patient/homeowner following an approved checklist.

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14. There is no work out of class for company members responding on fire apparatus with the lead MIH member on home visits. Apparatus will be sent as a last resort at the discretion of the Battalion Chief. The volume of apparatus assisting MIH members will be reviewed during the August 1, 2019 discussion, as set forth in item 18.
15. The Division Chief of Professional Standards will work to insure the case load and patients will be distributed as evenly as possible among all MIH members.
16. The Employer will strive to provide MIH training to other department members based on their email expression of interest. The DC of Professional Standards will issue a memo to all stations soliciting interest in the MIH program. Selection of those to participate in the UW-Milwaukee MIH training program or equivalent training program will be based on the date of their original email and compatibility with the MIH program unless there are compelling circumstances that dictate a different course of action. If a member is not selected for the MIH program based on their email expression of interest and disagrees with the determination of compatibility the member will first discuss the situation with an Executive Board member and the of DC of Professional Standards. If there is no resolution at this meeting the member may appeal in writing by email to the Fire Chief with the details of their concerns. The Fire Chief will convene a panel consisting of three Executive Board Members and Three Chief Officers to hear the appeal. The decision of the panel will be forwarded to the Fire Chief for review and action.
17. The MIH program will continue so long as there is funding support for the program from Ascension All Saints Hospital or other hospital systems. Should funding for the program drop below the funding level necessary to continue the program without levy impact this letter of agreement will terminate.
18. The Employer and Union will reconvene on or about August 1, 2019 to review data and assess possible adjustments for the program.
19. When approved by the City Attorney's office and signed by all parties this agreement shall be retroactive to from the date of approval to January 1, 2019 with each MIH member receiving \$30 a day (and no WOOC) for their work in the MIH program through the signing date of this LOA.

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- 20. Fiscal Note: There are NO levy dollars used for this agreement. All costs will be covered by the hospital or hospitals participating in the MIH program.
- 21. The union and city agree to incorporate this Letter of Agreement in a successive collective bargaining agreement unless modified and agreed to by the parties.
- 22. This Letter of Agreement will be in force so long as there is funding support for the MIH program. In no event will the Employer use levy dollars to cover the costs of the MIH program.

THE PARTIES have caused this Letter of Agreement to be executed by their duly authorized representatives.

FOR THE CITY OF RACINE
Fire Department:

FOR Racine Firefighters Local 321:

Fire Chief

Date

President, IAFF Local 321

Date