

Portland Fire & Rescue  
Technical Rescue Pay

Letter of Agreement

The parties to this Letter of Agreement (Agreement) are the City of Portland (City) on behalf of Portland Fire & Rescue (PF&R) and PFFA, Local43 (Union).

Recitals

1. Article 8C(8) provides premium pay for members assigned to the Technical Rescue Team. To be eligible for the premium, a limited number of employees must be serving on the Technical Rescue Team, assigned to certain apparatus, and meet all of the Department of Public Safety Standards and Training (DPSST) requirements in all of the following areas:

Rope Rescue  
Trench Rescue  
Confined Space Rescue  
Vehicle/Mechanical Rescue  
Structural Collapse Rescue

2. To obtain the DPSST certification for structural collapse, members must complete 80-hours of DPSST structural collapse training. The cost of this training is extremely expensive (up to \$160,000 for 24 students).
3. PF&R is finding it difficult to secure funding in the budget for this particular training.
4. To alleviate this problem, the parties agree to modify Article 8C(8) as follows.

Agreement

1. The parties agree to change Article 8C(8) to provide:

Certain employees who perform additional work by serving on the Technical Rescue Team shall receive a premium of six percent (6%). To be eligible for this premium, the employee must meet all of the following criteria:

- a) Be serving on the Technical Rescue Team and assigned to E-1, T-1, S-1 or E-12. The number of employees receiving this premium shall not exceed a maximum of sixteen (16) per day; twelve employees assigned to E-1, T-1 and S-1 and four (4) employees assigned to E-12 *and*
- b) Meet DPSST requirements for *all* of the following:
  1. Rope Rescue
  2. Trench Rescue

- 3. Confined Space Rescue
  - 4. Vehicle/Mechanical Rescue, and
- c) Meet the training objectives outlined in Module 1 of the FEMA Structural Collapse Rescue (as defined by the Technical Rescue Program). This training will be provided by the program itself.
  - d) The remaining modules of the FEMA Structural Collapse Rescue training must be completed within the first year after completion of Module 1. If it is not completed, the employee will become ineligible for the 6% premium pay.

Further, the Bureau may require that incumbents to such assignments successfully pass an annual evaluation based on criteria established by the Bureau. The PFFA shall have the opportunity to give input through [sic] Labor Management Committee into the development of the evaluation process.

- 2. This Agreement requires approval by City Council and shall become effective on the date the Ordinance approving the Agreement takes effect.

For the Union:

Alan Ferschweiler  
Alan Ferschweiler, President

7/11/18  
Date

For PF&R:

Mike Myers  
Mike Myers, Fire Chief

7/11/18  
Date

For the City

Serilda Summers-McGee  
Serilda Summers-McGee  
Director, Bureau of Human Resources

7/10/18  
Date

Reviewed as to Form:

  
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Lory J. Kraut, Senior Deputy City Attorney

12 July 2018  
Date