

MEMORANDUM OF UNDERSTANDING
BETWEEN
FITCH-RONA EMERGENCY MEDICAL SERVICES DISTRICT
AND
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 311

Initial Proposal dated 1/30/2026
Update 6/23/26

Background:

The Fitch-Rona EMS District (District) and Fire Fighters Local 311 entered into a collective bargaining agreement (CBA) for the period of January 1, 2026, to December 31, 2027.

Although Article 1 recognizes regular part-time emergency medical personnel employed with the District, no further wages, benefits, and conditions of employment are defined in the agreement. This Memorandum of Understanding is a supplemental document that defines those items not already negotiated, until the 31st day of December 2027.

Proposal:

Article 8.01 Employee Status

Regular Part-Time employees are those who are regularly scheduled to work less than 2,496 hours per year, but more than 1,248 hours per year, or an average of 24 hours/week.

Article 9.01

All employees shall serve a probationary period for the first twelve (12) months of continuous employment, provided however, that in the event such twelve (12) month period does not enable the Employer to evaluate the employee's performance in the position for which he/she was hired, any probationary period may be extended up to an additional six (6) months at the sole discretion of the Employer. During such probationary periods or extensions, employees are not eligible to bid on job openings. The EMS Chief or Deputy Chief(s) will evaluate the probationary employee's work performance, in writing, at least once during and/or at the end of the probationary period or any extension of the probationary period.

This probationary period would not apply to employees transitioning from full-time to part-time status.

Article 13.01 – Paramedic Licensure and other EMT-related Training

The District shall provide or make accessible training sessions sufficient to maintain paramedic licensure during each two-year re-licensure period. Regular part-time paramedics shall be compensated at their hourly pay rate for all training sessions up to a total of twenty four (24) hours per year, including training sessions attended while off-duty and including Advanced Cardiac Life Support (ACLS), Pediatric Advanced Life

Support (PALS) and Cardiopulmonary Resuscitation (CPR) recertification classes and other EMS-related training, such as Tactical Emergency Medical Support (TEMS), Prehospital Trauma Life Support (PHTLS), Critical Care Emergency Medical Technician-Paramedic (CCEMTP), Neonatal Resuscitation Program (NRP), and Geriatric Emergency Medical Services (GEMS), as pre-approved by the District. Course fees and other expenses will be reimbursed, including but not limited to lodging, mileage and meals, related to attendance at any training sessions falling within the scope of this Section 13.01 up to the annual limit at up to IRS-approved rates. Training reimbursement is limited to \$1,000 per year for each employee.

Article 13.02 Additional Training

Training such as Peer-Support/Wellness and Technical Rescue Training, which provides overall support to the District operations, shall not count toward the employees' 24-hour paid training cap.

For attendance at additional training for which the District requests attendance, without requirement or reprisal for non-attendance, off-duty paramedics shall be compensated at their hourly rate for actual hours attended at the training session.

Regular part-time paramedics who are required by the District to attend additional training while off duty shall be compensated at the rate of time and one-half (1 ½) their hourly rate for the actual hours attended at the training session. For those training sessions located outside the District the paramedic shall be reimbursed for expenses approved by the District, including course fees, lodging, mileage and meals related to attendance at the training session.

Article 14.01 Work Day and Exchanges

The scheduled work day shall be determined upon hire and defined in a written job offer of employment.

In the event the District changes employees from one regular schedule of days and/or hours to another schedule of days and/or hours, the employees shall be provided at least thirty (30) days' notice of the change.

Employees may exchange shifts provided the employees requesting the change provide prior electronic notice to the Chief or a Deputy Chief, signed by both employees, and approval of the request is granted. Employees who exchange shifts shall be responsible for working the shifts they agreed to exchange. The District shall not be liable for overtime that accrues through the exchange of hours.

Article 14.03 – Overtime

Overtime shall be defined as all work performed in excess of forty (40) hours per work week. For purposes of overtime, “work performed” shall not include funeral leave, leaves of absence, jury duty, standby duty, paramedic licensure training time or additional training that is not required by the District but shall include sick leave, vacation and paid time off.

The Chief or Deputy Chiefs may prescribe overtime work to meet operational needs. Open shifts created by paid time off, vacation, sick leave, other leaves of absence and/or late notice absences will first be offered to LTE staff members. In the event the shift cannot be filled with an LTE staff member, the shift will be offered to full-time employees, and then part-time bargaining unit employees in order of rotating seniority, i.e., overtime will be offered first to the most senior bargaining unit employee and then continuing down to the least senior bargaining unit employee in order to reasonably attempt to equalize overtime between bargaining unit employees to the extent practicable over the course of a calendar year. Part-time employees will not be mandated.

Article 15.01 Sick Leave Accrual and Accumulation

Regular part-time employees shall earn sick leave with pay at the rate of six (6) hours per month. **Accrual shall begin upon commencement of employment. Sick leave may be accumulated to a maximum of 144 hours and will cease to accrue upon meeting the maximum.**

Commented [PA1]: The approved version capped at 96 hours.

Periods of absence caused by suspension, discharge, layoff, authorized leaves of absence in excess of seven (7) working days or any other unauthorized absence shall not constitute service time. Such absence shall act to reduce the number of sick leave hours that would normally have accrued during the period of absence.

Full-Time to Regular Part-Time Sick Leave Transition.

A regular full-time employee who transitions to regular part-time status shall have their sick time treated as Sick Leave Above the Maximum Payout (Article 15.04) and I no sick leave shall be forfeited due to a change from full-time to part-time.

Commented [PA2]: Added guidance on what happens if employees transition between status

Article 15.03 Sick Leave at Retirement or Death

Regular Part-Time employees are not eligible for a payout of unused sick leave upon retirement or death as applicable to regular time employees

Article 15.04 Sick Leave Above Maximum Payout.

Regular Part-Time who have accrued sick leave in excess of the maximum accrual as of December 31 of each year shall have any sick leave in excess of the 144 hours paid at fifty percent (50%) of employee's regular hourly rate as of December 31 into

a health insurance retirement account agreed to by the Employer and the Union. This payment into the account will occur during the first full pay period of the year, based on the amount of sick leave in excess of the maximum as of December 31.

Commented [PA3]: Added a sick time payout when cap is reached. This is more in line with FTE staff

Article 16.01 Holidays

Regular part-time employees required to work on holidays shall receive time and one-half their hourly rate of pay for all hours worked on a holiday except for those holiday hours worked after forty (40) hours worked in a work week.

- A. New Year's Day;
- B. Memorial Day;
- C. Independence Day;
- D. Labor Day;
- E. Thanksgiving Day;
- F. Christmas Eve;
- G. Christmas Day; and
- H. New Year's Eve.
- I. Martin Luther King, Jr Day, and
- J. Juneteenth

Article 16.02 Paid Time Off

Regular part-time employees shall receive twenty-four (24) hours of paid time off upon hire. Paid time off may be used upon hire, subject to scheduling approval and operational needs.

Following the employee's first year of employment, regular part-time employees shall receive twenty-four (24) hours of paid time off annually on the employee's anniversary date. Paid time off must be used within the anniversary year in which it is awarded. No carryover of paid time off shall be allowed.

Upon separation from employment, non-probationary regular part-time employees shall be paid for any unused paid time off hours.

Commented [PA4]: Added a PTO bank that was not in the previous version

Article 17.03 Accrual Rate (Vacations)

Regular part-time employees shall accrue vacation at a rate of 4.0 hours per month, which is available to be taken beginning on the employee's anniversary date following each completed year of service (48 hours annually).

A regular part-time employee with 4-years of service shall accrue vacation at a rate of 6.0 hours per month (72 hours annually)

Commented [PA5]: Added an increase in vacation hour accrual should someone continue in the position for more than 4 years.

Periods of absence without pay caused by suspension, discharge, layoff, authorized leaves of absence in excess of seven (7) working days or any other unauthorized leave of absence shall not constitute service time. Such absence shall act to reduce the number of vacation hours that would normally have accrued during the period of absence.

Article 18 – Funeral Leave

Regular part-time employees will be eligible for funeral leave, contingent upon attendance at the funeral services, as follows:

A. Immediate Family.

Two paid shifts for the death of an immediate family member. Additional time off contiguous with the funeral may be granted, upon written request, at the discretion of the Chief or Deputy Chiefs and shall be charged to the employee's sick leave. For purposes of this provision, "immediate family member" shall be defined as: spouse, domestic partner, domestic partner's children, domestic partner's stepchildren, domestic partner's grandchildren, domestic partner's mother, domestic partner's father, children, stepchildren, foster children, parents, brothers, sisters, grandparents, grandchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law or son-in-law.

Commented [PA6]: Added two days from one to allow for a week off.

B. Other Family or Friends.

One shift for the death of a friend or a relative other than an "immediate family member" may be granted, upon written request, at the discretion of the Chief or Deputy Chiefs, and shall be charged to the employee's vacation, paid time off or sick leave.

Article 20.01 Clothing and Protective Gear

The Employer shall provide the following clothing to regular part-time employees at the time of hire:

- A. Dress Class B Uniform (button down long sleeve shirt; tie; dress pants and badge, and dress shoes).
- B. Two (2) T-shirts;
- C. Two (2) sweatshirts;
- D. Two (2) pair of pants;
- E. One (1) black belt;
- F. One (1) pair of boots;
- G. Two (2) hats (1 baseball and 1 winter);

The Employer shall provide one (1) winter coat and the following protective equipment to regular part-time employees at the time of hire:

- H. One (1) turn-out coat;
- I. One (1) pair safety glasses;
- J. One (1) pair extrication gloves.
- K. One (1) pair turn-out pants (appropriately fit to employee);
- L. One (1) pair turn-out boots (appropriately fit to employee).
- M. One (1) high visibility coat.

Protective equipment, as well as the winter coat, provided by the District shall be returned to the District upon termination of employment.

Article 20.02 Clothing Allowance

At the beginning of each calendar year after the first year of employment, the District shall provide a maximum of One Hundred and seventy-five dollars (\$175.00) for the purchase of clothing as defined in Section 20.01 selected from Employer-approved vendors. Additionally, clothing allowance may be used on any item approved for on duty use. No carry over of funds is allowed. The clothing shall be purchased by the employee and a receipt presented to the Chief for reimbursement

T-shirts, sweatshirts, and baseball caps and winter hats will be provided by the District without charge to the employee.

23.01 Eligibility and Premiums.

The Employer shall provide a group health insurance plan for eligible regular part-time employees for the duration of this Agreement. The Employer shall pay seventy-six percent (76%) of the applicable premium for Single, Employee Plus One (if offered) or Full Family coverage. The employee shall pay the remainder of the monthly premium by payroll deduction.

If the Employer chooses to participate in the State of Wisconsin health insurance plan, the Employer will contribute toward the monthly premium for family coverage or toward the monthly premium for single coverage a dollar amount up to seventy-six percent (76%) of the average premium cost of the qualified plans offered in Dane County, in the plan design selected by the Employer. The employee shall pay the remainder, if any, of the monthly premium by payroll deduction.

23.03 Insurance Opt Out.

Eligible regular part-time employees will not be eligible for the insurance opt-out reimbursement.

ARTICLE 24 - DENTAL INSURANCE

The Employer shall pay seventy- six percent (76%) of the monthly premium for a dental insurance plan as chosen by the Employer for its regular full-time employees. The Employer reserves the right to change the carrier of insurance and the insurance plan at any time without further bargaining and upon notification to the Union.

Article 37.01 Definition (Seniority)

An employee's seniority as a part-time employee shall commence after completion of his/her probationary period retroactive to the date of his/her most recent date of hire. If an employee has previously worked for the District in a Limited Term Employment (LTE) or Full-Time status, those hours for LTEs, or years of service for FTEs, will be counted and be applied toward seniority as it applies to vacation picks and other non-wage or benefit applications. At no time will this cause a part-time employee to become more senior than a full-time employee. In the event two or more employees with no previous experience at the District have the same hire date, seniority shall be determined by a lottery.

If a part-time employee is hired into a full-time position, hours worked as a Part-time employee shall be combined with an hours performed as an LTE to contribute toward determining seniority as currently determined in section 37.01 of the Collective Bargaining Agreement.

Article 37.02 Layoff and Recall

In matters affecting layoff and rehire after layoff, seniority shall govern with the least senior part-time employee within the bargaining unit laid off first and continuing in the order of seniority of all part-time employees, followed the least senior full-time employees, and the last person laid off the first person reemployed provided that the employee is available for work, desires to return and is qualified to perform the available work. The Employer is not obligated to recall former employees who have been laid off for a period in excess of three hundred sixty-five (365) days. Notwithstanding any other provisions in this Agreement, the Employer shall have the right to hire, retain on active status, and to recall from layoff any person whose skills and ability are determined by the Employer to be essential for the Employer's operations.

Article 40.0 Lateral Transfer Program

Section 40.01 Lateral Transfer Definition.

The District accepts lateral transfers from qualified EMS agencies and will accept individuals with the associated credentials to perform the duties of a prehospital provider.

Section 40.02 Compensation.

The District may, in its discretion, place lateral transfers on any step of the salary schedule equivalent to their length of full-time EMS agency service. Thereafter, lateral transfers will progress through the permanent regular part-time compensation steps contained within the collective bargaining agreement in effect on the lateral transfer's annual anniversary from their hire with the District.

	Longevity Increase	Eff. 1/1/2026	2026 Annual
Period		Hourly Base Rate	
Start		24.477	\$30,547.31
After 12 months	4.0%	25.456	\$31,769.08
After 24 months	4.0%	26.474	\$33,039.85
After 36 months	4.0%	27.533	\$34,361.44
After 60 months	4.0%	28.635	\$35,735.90
After 84 months	4.0%	29.780	\$37,165.35
After 120 months	4.0%	30.971	\$38,651.95
After 168 months	4.0%	32.210	\$40,198.03
After 240 months	4.0%	33.498	\$41,805.95

	Longevity Increase	Eff. 1/1/2027	2027 Annual
Period		Hourly Base Rate	
Start		25.211	\$31,463.61
After 12 months	4.0%	26.220	\$32,722.16
After 24 months	4.0%	27.268	\$34,031.04
After 36 months	4.0%	28.359	\$35,392.28
After 60 months	4.0%	29.494	\$36,807.98
After 84 months	4.0%	30.673	\$38,280.29
After 120 months	4.0%	31.900	\$39,811.51
After 168 months	4.0%	33.176	\$41,403.97
After 240 months	4.0%	34.503	\$43,060.13

Article 41 Duration

The provisions of this Agreement will be effective as of the 1st day of August, 2026, and shall continue and remain in full force and effect as binding the parties through the 31st day of December 2027, and be automatically renewed from year to year thereafter, unless one (1) party gives written notice to the other on or before one hundred eighty (180) days prior to the expiration date, or any anniversary thereof, that the party wishes to engage in negotiations for a successor contract. If a party gives such notice, the parties shall simultaneously exchange written proposals for a successor agreement at the first scheduled bargaining session. It is agreed that should a successor agreement be delayed past the above referenced expiration date; the parties will comply with their status quo obligations until a successor agreement is reached.

Commented [PA7]: Changed the effective start date

Dated this ____ of _____, 2026

International Association of
Firefighters, AFL-CIL, Local 311

Fitch- Rona EMS District

Mahlon Mitchell, President

Dave Lonsdorf, Commission Chair

Pete Friedericks, Secretary/Treasurer

Patrick Anderson, EMS Chief

Brandon Ryan, Paramedic