

**BOARD OF DIRECTORS OF DEL PUERTO HEALTH CARE DISTRICT**

**Board Meeting – July 29, 2024**

**14A. Memorandum of Understanding USW/TEMSA 12911**

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Department: Chief Executive Office

CEO Concurrence: Yes

Consent Calendar: No

4/5 Vote Required: No

**SUBJECT: Memorandum of Understanding (MOUUSW/TEMSA 12911)**

**STAFF REPORT:** Paramedics and EMTs have been organized and represented by USW/TEMSA 12911 since 2015. The most recent labor agreement, entered on September 1, 2019, expired on February 29, 2024. The District and the Union have negotiated in good faith and reached the attached agreement.

**DISTRICT PRIORITY:** Fiscal transparency, fair and sustainable compensation

**FISCAL IMPACT:** 9.56% increase, an eighth step, 3.0% COLAs for years 2, 3, and 4.

**STAFFING IMPACT:** Employees unanimously ratified the agreement

**CONTACT PERSON:** Karin Freese, Paul Willette, David Ritchie

**ATTACHMENT(S):** Summary of Terms, New Wage Scale, and Tentative Agreement,

**RECOMMENDED BOARD ACTION:**

ROLL CALL REQUIRED: YES / NO

RECOMMENDED MOTION: *I move the Board of Directors to approve the proposed Memorandum of Understanding with USW/TEMSA 12911 for District Paramedics and EMTs from July 1, 2024, to June 30, 2028.*

<i>Motion Made By</i>	<i>Motion</i>	<i>Second</i>
<i>Director Avila</i>		
<i>Director Benefield</i>		
<i>Director Campo</i>		
<i>Director Stokman</i>		
<i>[vacant]</i>		

<i>Roll Call Vote</i>	<i>Aye</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
<i>Director Avila</i>				
<i>Director Benefield</i>				
<i>Director Campo</i>				
<i>Director Stokman</i>				
<i>[vacant]</i>				