

## **LETTER OF UNDERSTANDING**

### **Regarding Clarification of Pay Scale for Community Paramedic Team**

**WHEREAS**, the COUNTY OF LIVINGSTON, a municipal body corporate of the State of Michigan (hereinafter referred to as the “Employer”) and the MICHIGAN ASSOCIATION OF FIREFIGHTERS (hereinafter referred to as the “Union”) represents employees of the Employer in the position of Paramedic and, sometimes, who are assigned to duties on the Community Paramedic Team.

**WHEREAS**, the Union and Employer have entered into a collective bargaining agreement for the period March 24, 2025 through December 31, 2027 (the “CBA”);

**WHEREAS**, among other certification provisions, Section 15.0 of the CBA provides for single or dual certification in conjunction with actual assignment to the MICU team and, as provided in the agreed upon MAFF Wage Scale attached to the CBA, an agreed upon and established higher rate of pay for hours worked in such team assignment;

**WHEREAS**, questions from staff have arisen related to Community Paramedic Team Member pay regarding the rates of pay of Unit members:

- (a). assigned to and working as a member of the Community Paramedic Team or (b). assigned and working as members of both the MICU and Community Paramedic teams.

**WHEREAS**, it was the intent of the Employer and Union that Unit Paramedics

- (a), assigned to and working as a member of the Community Paramedic Team or (b). assigned and working as members of both the MICU and Community Paramedic teams

would be compensated at the hourly and overtime rates of pay clarified below for MICU or Community Paramedic Team duties when assigned and performed by the Unit employee and paid for overtime hours based upon the established hourly rate of the assignment being performed when the overtime hours were incurred.

**WHEREAS**, the Parties wish by this Letter Agreement to agree to the following.

**NOW, THEREFORE, IT IS HEREBY AGREED** that:

1. Article 15 of the CBA shall be amended as follows:

MICU Medic or Community Paramedic Team Member – Single Cert - An employee licensed as a Paramedic by the State of Michigan and who is also certified in Critical Care or Pediatric Critical Care or Community Paramedic and who is a member of the MICU or Community Paramedic team.

MICU and Community Paramedic Team Member –Dual Cert – An employee licensed as a Paramedic by the State of Michigan and who is also certified in Critical Care and who is a member of the MICU and Community Paramedic teams. Employee with Pediatric Certification will be grandfathered in this MICU Dual Certification.

2. The 2025 MAFF Wage Scale attached to the CBA shall be amended as follows:

.... MICU or Community Paramedic Team Member -- Single Cert.

... MICU and Community Paramedic Team Member -- Dual Cert.

(See, attached)

3. Except as amended herein, all other terms and conditions of the CBA shall remain unchanged and in full force and effect.



\_\_\_\_\_  
Gregg Allen, MAFF.

May 23, 2025

\_\_\_\_\_  
Date

\_\_\_\_\_  
David Feldpausch. EMS Director

\_\_\_\_\_  
Date

\_\_\_\_\_  
Nathan Burd, County Administrator

\_\_\_\_\_  
Date

2025 MAFF Wage Scale - effective upon ratification by all parties

	Paramedic		Single Cert		Dual Cert		MICU or Community Paramedic Team Member - Single Cert		MICU and Community Paramedic Team Member - Dual Cert	
	Hr	OT	Hr	OT	Hr	OT	Hr	OT	Hr	OT
Start	22.62	33.93	23.30	34.95	24.00	35.99				
1 Year	24.58	36.86	25.32	37.98	26.08	39.13				
2 Year	26.01	39.01	26.78	40.17	27.58	41.37	27.58	41.37	28.41	42.62
3 Year	27.31	40.96	28.13	42.19	28.96	43.44	28.96	43.44	29.83	44.75
4 Year	28.67	43.01	29.54	44.30	30.41	45.62	30.41	45.62	31.33	46.99
5 Year	30.10	45.16	31.01	46.52	31.93	47.89	31.93	47.89	32.89	49.34
6 Year	31.61	47.42	32.56	48.84	33.52	50.29	33.52	50.29	34.53	51.80
10 Yr	32.25	48.37	33.21	49.81	34.19	51.29	34.19	51.29	35.23	52.84
FTO/Shift Coordinator/Preceptor										
2 Year	26.78	40.17	27.59	41.39	28.41	42.62	28.41	42.62	29.26	43.89
3 Year	28.13	42.19	28.97	43.45	29.83	44.75	29.83	44.75	30.73	46.09
4 Year	29.54	44.30	30.42	45.63	31.32	46.98	31.32	46.98	32.26	48.39
5 Year	31.01	46.52	31.94	47.91	32.89	49.34	32.89	49.34	33.87	50.81
6 Year	32.56	48.84	33.54	50.30	34.53	51.80	34.53	51.80	35.57	53.35
10 Yr	33.21	49.81	34.20	51.30	35.22	52.83	35.22	52.83	36.28	54.42
EMT										
Start	18.66	28.00								
1 Year	19.75	29.62								
2 Year	20.96	31.44								
3 Year	22.26	33.39								
4 Year	23.60	35.40								
5 Year	25.02	37.54								
6 Year	26.28	39.42								