

### CONTRACT AMENDMENT / CHANGE ORDER

PROJECT NAME: Advanced Life Support Services

PHSKC PROGRAM MONITOR: Felisa Azpitarte

CONTRACTOR: City of Redmond

ORIGINAL CONTRACT START DATE: 1/1/14

AMENDMENT EFFECTIVE DATE: 1/1/2015

This amendment effects the following changes:

CHANGES TO CONTRACT BOILERPLATE

Increase the 2015 budget amount by \$700,000 for expenses related to FLSA compliance. Total contract value is \$13,709,991.83

CHANGES TO CONTRACT EXHIBITS

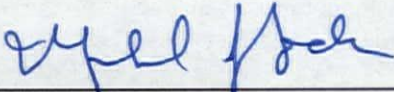
Add Amendment 1, Exhibit A, Scope of Work for FLSA Compliance  
Add Amendment 1, Exhibit B, Budget for FLSA Compliance

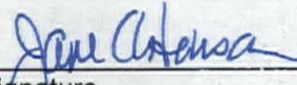
All other terms and conditions of the referenced contract shall remain unchanged.

IN WITNESS HEREOF, the parties hereto have caused this amendment to be executed and instituted on the date first written.

KING COUNTY

CONTRACTOR

 FOR  
King County Executive

  
Signature

6/15/15  
Date

JANE CHRISTENSEN  
Name (please type or print)

5/29/15  
Date

**Amendment 2, Exhibit A – Scope of Work for FLSA Compliance**  
City of Redmond

**Background:**

While Redmond trained all paramedics as dual firefighter/paramedics when the program was transitioned from Evergreen Hospital to Redmond Fire in 2003, use of paramedic in the dual role was implemented but not continued. Redmond is now working on implementing the dual paramedic/firefighter role.

Redmond Fire recently completed negotiations on a new labor agreement effective 1/1/15. Of the many issues resolved in the negotiations, one was to bring the Department's work schedule in compliance with both Compensatory Time Off and Overtime Pay requirements within Fair Labor Standards Act (FLSA) guidelines.

With respect to Redmond ALS operations, this means that Redmond paramedics must work within the standards established for "...*employees whose sole function is performing paramedic or emergency medical (EMS) duties.*" until such time as those same employees can qualify for the Section 207 (k) exemption available to paramedics with "dual function" capabilities (i.e. EMS personnel that are also fully trained, capable and have the legal authority and responsibility to engage in fire suppression). Currently, Redmond paramedics do no work in the dual role of firefighter/paramedics. The City has taken steps to bring the department into compliance including:

- Retroactively compensated "single function" capable paramedics for the 8 regular work schedule hours worked above the 40 hour work week required by FLSA beginning in October, 2012 through December, 2014. The total retroactive compensation equaled \$710,584.
- The extra FLSA pay related to the 8 regular work schedule hours worked above the 40 hour work week until firefighter training is completed to be paid. This amount is estimated to be no more than \$157,507 under the training plan which will have paramedic firefighters qualified by July 1, 2015.

**Purpose:**

This Amendment serves to reimburse Redmond for a portion of its costs incurred to address the FLSA compliance issues from October 2013 through 2014 as well as anticipated costs through June 2015 as the necessary steps to achieve FLSA compliance are pursued.

**Performance Commitments:**

- Redmond paramedics will be "dual function" capable as of July 1, 2015 and qualify for the Section 2107 (k) exemption.
- Redmond will outfit paramedics with Bunker Gear, including SCBA's, through the city's General Fund. No cost to train and equip the paramedics as firefighters will be borne by King County EMS.

**Budget Narrative:**

EMS will reimburse Redmond for \$663,627 of expenditures of this regard from the EMS Risk Abatement Reserve. This amount is the sum of Redmond's actual expenditures, estimated overtime costs during training, as well as deductions to address reserve access requirements and a conciliatory contribution by Redmond toward addressing the overall cost of this issue. In the event future costs exceed the forecasted amount the total reimbursable shall not exceed \$700,000.