

## EXHIBIT B



**CITY OF  
LA MESA**

*JEWEL of the HILLS*

### INTEROFFICE MEMO

DATE: October 17, 2012

TO: La Mesa Firefighters' Local #4759

VIA: Todd Nelson, President, La Mesa Firefighters' Local #4759

FROM: David Witt, City Manager

SUBJECT: Fire Engineer Paramedic Pay for Fire Engineer/Paramedics Promoted between 11/30/07 and 01/08/11

The City of La Mesa Paramedic Program was developed in FY 2002/03 with the first Paramedics being hired in FY 2003/04. The terms and conditions of the Paramedic Program were negotiated between the City of La Mesa and the Fire Association and are described, in detail, in Section 1.46.1 of the La Mesa Firefighters' Local #4759 MOU.

As the Paramedic Program has developed and matured, it has reached the necessary number of paramedics to operate as intended. To ensure adequate staffing during the program's development years, qualified Fire Engineers have been utilized to serve as paramedics.

The number of "single role" firefighters has been reduced through attrition (promotions and retirements) with only one such firefighter remaining after November, 2012. As a result, there is no longer an operational need to have additional Fire Engineers serve as "Paramedics of Record" for the City of La Mesa in accordance with the MOU Section 1.46.1.E.7(e).

Notwithstanding the full complement of Firefighter/Paramedics, it is recognized that there is still a specific number of employees that have been performing at this level during the transition period. There are currently six Paramedics in the program who were promoted to Fire Engineer between November 30, 2007 and January 8, 2011 receiving the Paramedic Specialty Compensation and include:

1. Brent Baum
2. James Blethen
3. David Hardenburger
4. Steven Harris
5. Chris Kleist
6. Joshua Mast

It is my determination that the above listed personnel will continue to be available to perform in these roles and continue to receive the Paramedic Specialty Compensation of 15% of Firefighter "E" step (Section 1.46.1.E.6 of the MOU) until promotion from the classification, retirement or no longer employed by the City of La Mesa.