

Memorandum of Agreement
Between
Fletcher Allen Health Care
And Vermont Federation of Nurses and Health Professionals
Local 5221
Technical Bargaining Unit

FACT Career Ladder

This Memorandum of Agreement is made by and between Fletcher Allen and the VFNHP and its terms are effective upon date of execution of this MOA by all parties. This MOA pertains to Paramedic CCTs in FACT only.

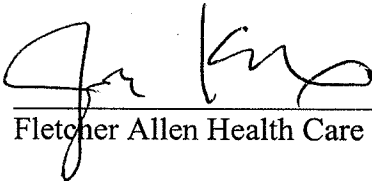
The parties agree that the following career ladder will be implemented in FACT:

Paramedic CCT I	Entry level Paramedic.
Paramedic CCT II	Must obtain and maintain CCPC or FPC Must serve on a committee or work on an ongoing project. Rate of pay is 5% above Paramedic CCT I
Paramedic CCT III	Has demonstrated leadership qualities. Serves as a mentor for existing staff and new hires. Serves as a primary resource for conducting on duty education. Performs site coordination duties, if required. Rate of pay is 5% above Paramedic CCT II

There will be a maximum of four Paramedic CCT IIIs. In the event there are insufficient qualified applicants to fill four positions, unfilled positions will remain vacant until a qualified applicant is identified.

The four Paramedic CCT III positions will be reassigned each year. All eligible candidates may apply. Existing Paramedic CCT IIIs must also reapply if they wish to continue serving in this role.

These positions are not new positions and will not add FTEs. Level II & III Paramedics will perform these additional duties in addition to their normal responsibilities.



Fletcher Allen Health Care

9/23/2011
Date



VFNHP

9/23/2011
Date