

Assignment Agreement

EMERGENCY RESPONSE DIVISION

The filling of openings within the Emergency Response Division (ERD) shall be accomplished using qualifications and seniority as outlined within this Agreement. If positions are not specifically covered by this agreement, or if new positions are created, the parties will meet to establish the bidding procedure and qualifications.

Eligibility to bid: Permanent Firefighters, permanent Officers, and probationary Officers shall have a right to bid for open positions. The senior probationary officer will only fill the position being advertised when no permanently assigned officer bids for that position. If a probationary officer fills a bid position being advertised, the Fire Chief or his designee can delay assignment to the position during the time they are on probation. **Members bidding for and receiving new assignments or members that are removed from their bid assignments (i.e.: did not complete job requirements as specified in labor/management agreements) are not eligible to fill the vacant position created by their transfer, unless there are no other bidders (permanent or probationary officers). Probationary Firefighters are excluded from bidding until they have achieved permanent status.

Note: The above section marked between the asterisks pertains not only to the ERD Division, but also to all other divisions.

Seniority: Seniority used in bidding for open positions shall be determined as specified within this section.

- Chief Fire Officers - time in grade.
- Captains - time in grade.
- Lieutenants - time in grade.
- Driver Engineers - Firefighter seniority.
- Firefighters - Firefighter seniority.

Openings

1. The Chief of ERD will determine how many positions are allotted to each station and swing, based upon the number of personnel assigned to the ERD.
2. Open positions shall be defined as a vacant position, including swing positions, and positions that are temporarily vacant due to members being drafted or on long term light duty. Members may only bid for open positions that have been advertised. Swing positions shall be bid by district and shift.
3. All open positions shall be advertised by Official Notice, except when a Mass bid occurs (see section on "Mass Openings").



4. The ERD will keep a list of positions that have been advertised but have not been bid for. If at a later date, there is a request to fill one of these openings, permanent members that are drafted to these positions will have the option to remain or return to their previous assignment. Members choosing to remain in a temporary assignment shall forfeit all rights to their previous position and become permanently assigned to the position.
5. Members shall be given at least 15 days from the date of the official notice to bid for an advertised assignment.
6. When possible, open positions within the same station shall be filled from the highest classification prior to advertising lower classifications. (example: Captains advertised and filled, then lieutenants, then drivers and firefighters.)
7. Members can be held in their current position until a replacement is properly trained. (R days and V-days shall be selected in the district/shift they will be assigned to).
8. Staffing adjustments for Firefighters or Officers to balance shifts shall be filled in the following order:
 - A. Firefighters: Senior member requesting assignment. If there are no requests the least senior permanent Firefighter in an unassigned position will be transferred from the heavier shift. If no unassigned Firefighters remain, the least senior permanent Firefighter from the heavier shift will be transferred. Drafted Firefighters will have their current positions held until they are able to return.
 - B. Officers: Senior member requesting assignment. If there are no requests the least senior swing Officer (including those on probation) will be transferred from the heavier shift. Officers moved will have their current positions held until they are able to return.
9. Positions that are being held for members who are drafted to other positions (i.e. ALS, FPB etc.), may be temporarily filled in the interim. If assignment pay is applicable it shall be paid to the temporary member, until the transferred member returns.
10. All drafting will be from the Emergency Response Division, excluding 40 hour personnel, ALS assigned personnel, members of the Hazardous Materials team, members of the Technical Rescue team, and up to a total of eight certified divers assigned to the Dive Team. Drafted members will have their prior assignment held until they are able to return or accept another bid.
11. When personnel problems arise of a serious nature (threats, physical altercations or the possibility of violence), that require members to be moved, the Chief of ERD may temporarily move the affected member(s) pending a meeting of the Department Labor Management Committee. The Chief of the Emergency Response division will make a recommendation to the Labor Management Committee concerning the situation, and the committee shall attempt to resolve the issue through consensus. Management must hold the meeting within thirty (30) calendar days of moving the member(s). If the meeting is not held within thirty (30) calendar days the member(s) shall be placed back into their bid positions. Once it is felt that a situation has stabilized members will be reassigned to their positions as soon as possible. The intent of this section is to provide a cooling off period, not to use the temporary removals as discipline.

Special Qualifications:

Positions requiring special qualifications shall be bid as outlined below. Any new Special qualifications not listed below must be agreed to through the Department Labor Management Committee prior to being put into effect.

ALS positions: - openings shall be filled in the following order:

1. Senior State certified Paramedic bidder.
2. Senior bidder who has completed or is attending the Paramedic course.
3. Senior EMT bidder willing to attend the next available Paramedic course.

ALS Drafting: If no requests are made, personnel may be drafted as outlined below. Drafted members will have their positions held until they are able to return.

1. Least senior State certified Paramedic.
2. Least senior member who has completed or is attending the Paramedic course.
3. Least senior State certified EMT.

Drivers Engineers: shall include all members who have passed the Department Reserve Driver/Engineer course. To be eligible to bid for an opening, Driver Engineers must be legally authorized by the State of Florida to drive fire apparatus prior to the bid deadline. Employees having their license suspended shall be subject to the #5-92 grievance settlement concerning the issue (see attached). Openings shall be filled in the following order:

1. Senior Driver requesting the assignment.
2. Senior Firefighter requesting the assignment willing to attend the next available driver/engineer course.
3. If there are no requests, the District Chief may fill the position in accordance with the department policy.
4. If the District Chief cannot recruit a driver, he may assign one from within his district.

Drivers of Other Emergency Units: (Rescues, District Chiefs) to be eligible to bid for an open position which requires a driver's license, a bidder must be legally authorized by the State of Florida to drive prior to the bid deadline. Employees having licenses suspended shall be subject to the #5-92 grievance settlement concerning the issue (see attached).

Hazardous Materials Team positions: Openings shall be filled in the following order:

1. Senior bidder who has 40 hours of Hazardous Materials (Safety Systems, National Fire Academy, Miami Dade Community College, or equivalent).
2. Senior bidder that requests assignment, willing to become hazmat certified.

Dive Team positions:

1. Senior bidder who is N.A.U.I. or P.A.D.I. certified.
2. The senior bidder that is willing to become a certified diver.
3. The senior bidder that requests assignment.



Multiple qualifications

When two or three qualifications are required for a position (i.e., - Haz Mat, ALS, Driver Engineer) it will be filled by the most senior bidder with all the qualifications. If no bidders have all the qualifications it will be filled by the senior member with the most qualifications. If members have an equal number of differing qualifications (i.e.- one is a paramedic and one is a Driver Engineer) the senior member will receive the assignment.

Openings Requiring No Special Qualifications:

1. **Chief Fire Officers (CFO)** - open positions for CFO shall be filled in the following order:
 - a. Deputy Division Chief of ERD:
 - (1) The Chief of Emergency Response Division shall select from those Chiefs requesting the open assignment.
 - (2) If no Chief requests the open assignment, the least senior CFO will be assigned.
 - b. District Chief:
 - (1) Senior CFO in grade requesting the assignment.
 - (2) If no requests are made, the least senior swing CFO on the same shift will be drafted.
2. **Captains:** open positions shall be filled in the following order:
 - a. Senior Captain in grade requesting the assignment.
 - b. If no requests are made, the least senior swing Captain from the affected shift will be assigned. When there are multiple openings that have no bidders, seniority will be used to determine who has first choice of the openings. Example: there are two openings that have no bidders. The two least senior swing Captains from the shift will be assigned, with the most senior of the two given the first choice of the openings.
3. **Lieutenants:** - open positions shall be filled using the same procedure as Captains.
4. **Firefighters:** - open positions shall be filled in the following order:
 - a. Senior Firefighter requesting the assignment.
 - c. Probationary Firefighters shall be assigned at the will of the Chief of the Emergency Response Division.

Mass Openings:

1. When a large number of openings occur (i.e., retirements, promotions, etc.) the following procedures may be used.
2. Available positions shall be advertised by Official Notice and may include openings in other divisions (Training, FPB, etc.).
3. Members shall fill out bid forms requesting assignment to any positions they desire, regardless of whether they are open or currently filled. Assignment requests will be in order of priority. Members not wanting to transfer will indicate so on the form.



4. As positions open, they shall be filled in accordance with the procedures within this agreement.

Example: Openings are advertised for the following vacant positions:

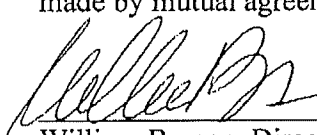

Lt. Station 8A Lt. Station 6B
Lt. Station 10C FF ALS 5C
FF. Station 1C

Lt. Smith fills out a transfer form requesting the following assignments:

1st Choice - Station 4B
2nd Choice - Lt. - ALS 5C 2
3rd Choice - Station 8A 3
4th Choice - Station 6B 4
5th Choice - Station 10C 5

As positions open Lt. Smith will receive assignments he has requested. If openings occur because of other transfers, Lt. Smith will continue to be moved into requests higher on his priority form, regardless of what division the position is in.

This agreement will be reviewed annually at the request of either party. Changes may be made by mutual agreement.

 /Date: 2/7/03  /Date: 2/7/03
William Bryson, Director Ed Piderman, President
Department of Fire-Rescue IAFF, Local 587

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