

SWING AGREEMENT

EMERGENCY RESPONSE DIVISION

In attempting to make daily transfers of personnel within the Emergency Response division as objective as possible, the City and Local 587 agree on the following:

- "Swinging" is defined as the temporary movement of personnel from one station to another for staffing purposes. "Swinging" does not include the movement of personnel between apparatus within the same station.
- The goal when swinging personnel is to place qualified personnel (i.e. - ALS, Driver/Engineer, etc.) into positions requiring qualifications, swing the least amount of personnel as possible, and pay acting pay only when necessary (Officer or ALS acting pay).
- Seniority shall be used as the determining factor, taking qualifications into consideration as necessary.
- These procedures are to be used at the station level, after Shift Commanders have been directed to swing personnel.
- Swing bid positions (i.e. - Officers A,B,C), 42 hour personnel and unassigned positions report to daily assignments and move as directed, without regard to seniority.
- Personnel assigned to the Dive or Hazardous Materials Teams will not be "swung" to other stations unless they have extra personnel, or there are no other available personnel to meet minimum staffing requirements within the Division (i.e. - at least 2 Paramedics for each Rescue unit, at least 1 paramedic and 1 emergency medical technician for each Squad unit.).
- In order to swing the least amount of personnel, District Chiefs shall swing personnel from stations that are over staffed whenever possible.
- Seniority for Officers shall be determined using time in grade. Seniority for Firefighters shall be determined using department seniority.

Firefighter (no other qualifications required)

Swinging shall take place in the following order:

1. Senior volunteer that is not required for the essential functioning of the station, as determined by the Shift Commander. (i.e. - driving that day, required training scheduled, needed for ALS, etc.)

2. Junior swing Lieutenant riding in Firefighter position, using time in grade.
3. Junior Firefighter not permanently assigned to the station, unless required for an essential function that other personnel on duty can not provide (i.e. - The junior firefighter was transferred in to ride ALS and is required to remain to meet the department minimum staffing requirements for ALS. May also apply to Driver-Engineer, diver, haz mat)
4. Junior permanent Firefighter (non Driver/Engineer), excluding the Firefighter who is cooking that shift. (Note: For purposes of this agreement, "permanent" shall be defined as those Firefighters who have successfully completed reevaluation.)
5. Junior Driver/Engineer that is not driving that shift (Driving includes a second Driver/Engineer on each aerial).
6. Junior probationary Firefighter.
7. Lieutenant permanently assigned to the station, who's apparatus is out of service or is replaced by the station Captain. If replaced by a swing Captain, the swing captain shall be swung if it does not result in the Captain riding as a Firefighter (i.e. Two Captains in a single company station).
8. Permanent Station Cook.

Firefighters being swung to ALS positions where the minimum requirements for Paramedics and EMT's are satisfied.

When a Firefighter is required to swing to an ALS unit where the minimum Paramedics and EMTs required by the Department are satisfied (at least 2 Paramedics on the Rescue; at least 1 Paramedic and 1 EMT on the Squad), swinging shall take place in the following order:

1. Senior volunteer Paramedic Firefighter not required for the essential functioning of the station, as determined by the Shift Commander. (i.e. - driving that day, required training scheduled, needed for ALS, etc.)
2. Senior volunteer Firefighter not required for the essential functioning of the station, as determined by the Shift Commander (not required to be a Paramedic or EMT).

3. Junior Firefighter not permanently assigned to the station, unless required for an essential function that other personnel on duty can not provide (i.e. - Junior firefighter was transferred in to ride ALS and is required to remain to meet the department minimum staffing requirements for ALS. May also apply to Driver-Engineer, diver, haz mat)
4. Junior swing Lieutenant riding in a Firefighter position.
5. Junior permanent Firefighter (non Driver-Engineer) excluding the Firefighter who is cooking that shift .
6. Junior Driver/Engineer not driving that shift (Includes one per pumper, two per aerial).
7. Junior probationary Firefighter.

Firefighters being swung to ALS positions where the minimum requirements for Paramedics and EMT's are not satisfied.

After all ALS assigned personnel have been utilized (including ALS swing positions) and a Firefighter is required to swing to an ALS unit where the minimum Paramedics and EMTs are not satisfied (at least 2 Paramedics on the Rescue; at least 1 Paramedic and 1 EMT on the Squad), swinging shall take place in the following order:

1. Senior volunteer Firefighter, who meets or exceeds the qualification required to meet the minimums, unless required for the essential functioning of the station as determined by the Shift Commander. (i.e. - driving that day, required training scheduled, needed for ALS, etc.)
2. Junior swing Lieutenant, using time in grade, riding in a Firefighter position, who meets or exceeds the qualification required to meet the minimums.
3. Junior Firefighter not permanently assigned to the station who meets or exceeds the qualification required to meet the minimums, unless required for an essential function that other personnel on duty can not provide. (i.e. - The junior firefighter was transferred in to drive a particular apparatus and there are no other firefighters who can drive the apparatus).
4. Junior Firefighter (non Driver-Engineer) who meets or exceeds the qualification required to meet the minimums. The permanent station cook is exempt (does not include personnel who fill in).

5. Junior Driver/Engineer who meets or exceeds the qualification required to meet the minimums, not driving that shift (Includes one per pumper, two per aerial). The permanent station cook is exempt (does not include personnel who fill in).
6. Junior Driver/Engineer who meets or exceeds the qualification required to meet the minimums. Driver/Engineers shall be exempted when they are the only Driver/Engineer capable of driving apparatus at their station, as determined by the Shift Commander (Includes one per pumper, two per aerial).
7. Junior probationary Firefighter who meets or exceeds the qualification required to meet the minimums.
8. The permanent station cook who meets or exceeds the qualification required to meet the minimums.

When minimum ALS requirements have not been met, District Chiefs may be required to swing a Paramedic from a station that is not over staffed, and swing other personnel into the station the Paramedic vacated. At some point it may be necessary to swing Drivers, cooks, Divers, Haz Mat personnel, etc., in order to place qualified personnel on ALS units.

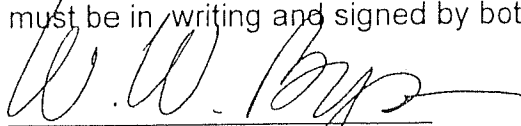
Driver/Engineers

When there are no assigned Driver/Engineers available to drive station apparatus, District Chiefs will utilize capable reserve Driver/Engineers when possible. If a Driver/Engineer must be swung in from another station, swinging shall take place in the following order:

1. Senior volunteer that is qualified to drive the apparatus who is not required for the essential functioning of the station, as determined by the Shift Commander. (i.e. - driving that day, required training scheduled, needed for ALS, etc.).
2. Junior Driver/Engineer, using department seniority, able to drive the apparatus and it is not their driving period on their assigned apparatus. The permanent station cook is exempt (does not include personnel who fill in).
3. Junior member, using department seniority, that is capable of driving the apparatus, as determined by the member's District Chief.

Situations will occur that are not specifically covered within this agreement . For instance, the Dive Team and Haz Mat Team, from time to time, may have to have qualified personnel transferred in to be functional. When situations like these or others occur, District Chiefs shall determine what qualifications are required. District Chiefs and Shift Commanders who swing personnel should follow the intent of this agreement and swing qualified volunteers first, followed by the junior qualified member available.

This agreement may be modified at anytime by mutual agreement. Changes must be in writing and signed by both parties.



W.W. Bryson, President
IAFF, Local 587



Carlos Gimenez, Director
Department of Fire and Rescue

Date 1/29/92

Revision Date

9/17/96