

STAFFING HOLD-OVER AGREEMENT

POLICY

It is the policy of the Firefighting Division of the City of Miami Department of Fire, Rescue and Inspection Services to adequately staff each fire station at the change of shifts to enable the placement into service of at least one pumping capable fire apparatus.

PROCEDURE

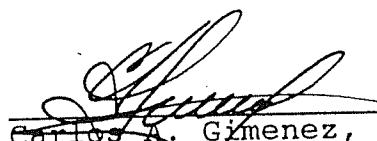
In an attempt to comply with the above staffing policy, Local 587 and the City agree to the following:

1. At the change of shifts at each fire station on a daily basis (to include weekends and holidays), there shall be as a standard operating procedure, at least one pumper-type apparatus in service. This unit may be a pumper or a quint.
2. If oncoming personnel are not sufficient in numbers to accomplish #1 above, then sufficient numbers of personnel shall be held-over to accomplish a minimum staffing of four personnel to keep at least one pumper-type apparatus in service.
3. The oncoming Shift Commander (including an oncoming Acting Officer), shall first seek volunteers to remain. If no volunteers are found, then the oncoming Shift Commander shall order the individual(s) to remain on duty until personnel can be balanced throughout the District/Shift and relief personnel transferred to the affected station.
4. Personnel who either volunteer or who are ordered to hold over shall be released as soon as adequate staffing can be provided. The Department shall make every effort to work as quickly as possible to provide adequate personnel so that those who either volunteered or were ordered to hold over can be released. In all cases, those who either volunteered or were ordered to stay shall be compensated for a minimum of one hour of overtime to be paid as provided within the current collective bargaining agreement between the City of Miami and Local 587.

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This hold over agreement is not intended to circumvent the previously negotiated off-duty work policy. Its intent is to keep apparatus in service until on-duty personnel can be transferred from other stations or until off-duty personnel can be contacted as outlined in the off-duty work policy.

Approved


Carlos A. Gimenez, Chief
Director of Fire, Rescue
and Inspection Services

Date 3/10/92

Approved


William Bryson
President
Local 587

Date 3/10/92

02/06/92