

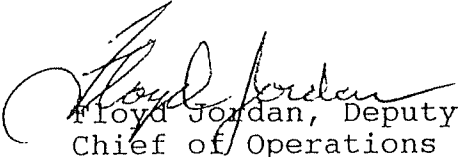
INTER-OFFICE MEMORANDUM

TO : C.A. Gimenez, Director
Fire Rescue & Inspection Services

DATE : January 23, 1992

FILE :

SUBJECT : Department wide
Swing Policy Agreement

FROM : 
Floyd Jordan, Deputy Chief
Chief of Operations

REFERENCES :


ENCLOSURES :

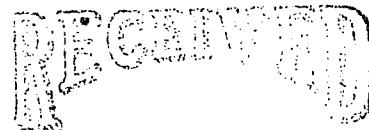
Attached for your review and approval is the Labor Management Swing Policy Committee's recommendation for a department wide Swing Policy.

This agreement was approved unanimously by the committee which consisted of Union representatives, Bill Bryson, Joe Burns and Raphael Iglesias, and myself, Chief Wheeler and Chief Broadway as the Management representatives. We believe this agreement will provide us with a consistent department wide policy for transferring personnel on a daily basis.

If you agree, this agreement can be signed and finalized at the next Labor Management meeting scheduled for January 29, 1992.

/cvb

1/27/92 - 



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OFFICE OF
THE FIRE CHIEF

Swing Agreement

The City and Local 587 agree to the following procedures as they relate to the daily transfer of personnel assigned to the Firefighting Division, for staffing purposes.

1. When it is determined that a Firefighter is required to swing from one station to another, they shall be selected in the following order:

- a. Senior volunteer , using department seniority, 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, etc.)
- b. Junior swing Lieutenant, using time grade, riding in Firefighter positions.
- c. Junior permanent Firefighter, using department seniority, excluding the Station cook. (note: For purposes of this agreement, "permanent" shall be defined as those Firefighters who have completed reevaluation.)
- d. Junior Driver/Engineer, using department seniority, that is not driving that shift. (Some apparatus require two drivers be assigned per shift) This includes driver's assigned to apparatus that will be out of service.
- e. Junior probationary Firefighter, using department seniority.
- f. Lieutenants permanently assigned to the station, who's apparatus is out of service or is replaced by a Captain.
- g. Station cook.

2. When it is determined that a Firefighter is required to swing from a station to the Rescue division, they shall be selected in the following order:

- a. Senior volunteer Paramedic Firefighter, using department seniority, that is not required for the essential operation of the station.
- b. Junior swing Paramedic Lieutenant, using time in grade, riding in a firefighter position.
- c. Junior Paramedic Firefighter, using department seniority, not required for the essential operation of the station.
- d. Junior Paramedic Driver/Engineer, using department seniority, not required for the essential operation of


- d. (cont.) the station.
- e. Junior swing EMT Lieutenant, using time in grade, riding in a Firefighter position.
- e. Junior permanent EMT Firefighter, using department seniority, not required for the essential operation of the station.
- f. Junior probationary Paramedic Firefighter, using department seniority.
- g. Junior probationary EMT Firefighter, using department seniority.

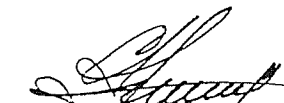
3. When it is determined that a Driver/Engineer is required to swing from one station to another to drive, they shall be selected in the following order:

- a. Senior volunteer that is able to drive the apparatus, that is not required for the essential operation of the station.
- b. Junior Driver/Engineer, using department seniority, able to drive the apparatus that is not driving that shift.
- c. Junior member, using department seniority, that is able to drive the apparatus as determined by the District Chief from the district the member will be transferred from.

Situations will occur that are not specifically covered above. When these situations occur, Shift Commanders will determine who swings. Shift commanders should keep the intent of the agreement in mind when making these decisions. The intent is to look for volunteers first and then use seniority as much as possible when assigning people to transfer.

This agreement can 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
Dept. of Fire, Rescue &
Inspections

Date 1/29/92