

City of Miami

C.A. GIMENEZ
Fire Chief



CESAR H. ODIO
City Manager


POLICY AND PROCEDURE FOR LIGHT DUTY PERSONNEL

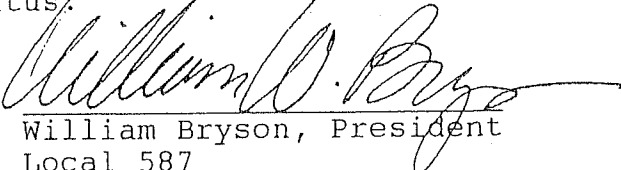
The Department and the Union agree that no loss of pay or benefits shall be experienced by personnel assigned temporarily to a 40 hour work week on light-duty (LD). This policy shall apply only to personnel who are assigned to light-duty as a result of a non-duty related injury or illness.

- Personnel assigned to light duty shall report to Management Services Division, Personnel Officer for light duty assignment.
- Light duty personnel will work a five day work week starting at 0800 hours daily. They will have the option of a 30 minute lunch and leaving at 1630 hours, or an hour lunch leaving at 1700 hours.
- A payroll status code has been designated to identify personnel on 48 hour shift who have been assigned to light duty status on 40 hour work week.
- During the first 12 months of light duty, an individual may bid for any available assignment, but must be capable of assuming the new position prior to the expiration of the first 12 months.

Once an individual completes the first 12 months of light duty and continues on light duty, he/she may only bid for available assignments for which he is capable of performing.

- If after one calendar year of light duty status, the employee is unable to return to regular duty, that employee will be reassigned to regular 40 hour light duty status and will lose his/her currently assigned position. Only employees occupying a table of organization position will receive the 40 hour week 5% assignment pay and be allowed to work a four day work week.
- If it is determined upon initial or subsequent medical evaluation that the employee will be on light-duty for longer than one calendar year, the employee shall be assigned to regular 40 hour light-duty status.


Carlos A. Gimenez, Director
Department of Fire-Rescue


William Bryson, President
Local 587

Date 12/18/95

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