

Fire-Rescue Training Center Assignment Agreement

GENERAL PROVISIONS

1. It is agreed that the Fire Chief has the authority under the Collective Bargaining Agreement ("CBA") to determine the number and type of instructors at the Fire Training Center.
2. Currently the following bargaining unit positions are assigned to the Training Center:
 - Five (5) Training Instructors
 - One (1) Training Coordinator
 - One (1) Certification Officer
 - One (1) Paramedic Instructor
 - One (1) Driver Engineer Instructor
3. Personnel assigned to positions that require State Certification as a Fire Instructor (Basic Teaching Certificate), shall become one at the first available opportunity, as mutually agreed upon between the Instructor and the Chief of Training. In no case shall this exceed one (1) year from the time of assignment to the Training Center.
4. Members shall be given a onetime extension beyond the year of assignment if waiting to achieve the required six (6) years Fire Service experience required to take the State Instructor's exam. In this case, the deadline shall be at the first available opportunity, as mutually agreed upon between the Instructor and the Chief of Training. In no case will the deadline exceed beyond one (1) year from the date that the member achieves the required six (6) years Fire Service experience.
5. If the member fails to comply with requirement three (3) or four (4) listed above the position shall be advertised and filled according to the established process within this agreement.
6. The Labor/Management Committee consists of three (3) representatives from Labor and three (3) representatives from Management with the exception of the Paramedic Instructor position that shall also include the Medical Director.
7. When personnel issues arise of a serious nature that can impact on the department's ability to manage a recruit class the Fire Chief may transfer the affected member (s) temporarily. The Fire Chief will make a recommendation to the Labor Management (L/M) Committee concerning the situation. The L/M 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 allowed to return to their bid positions. The L/M Committee may sustain, veto or modify the recommendation of the Fire Chief by a majority vote. In the event of a tied vote the

03-12



member will be allowed to return to his/her bid position after the recruit class graduates.

TRAINING INSTRUCTORS

Qualifications:

Classified as a Fire Lieutenant

Selection process:

1. Position(s) advertised for a minimum of 15 days
2. The Training Instructor positions shall be selected from those permanent Fire Lieutenants that bid from the following priority groups (Priority Group A having the highest priority). If there are two or more members in the highest priority group, the Fire Lieutenant with the highest seniority in grade will be awarded the position. If no permanent Fire Lieutenant bids for the position or if all of the permanent Fire Lieutenants that bid are vetoed by the Fire Chief the position shall be selected from probationary Lieutenants that bid, using the same methodology.

PRIORITY GROUPS

Priority Group A)	Fire Lieutenants who are State Certified Fire Service Instructors (Basic Teaching Certificate).
Priority Group B)	Fire Lieutenants that have completed the Fire Service Instructor Course or equivalent (as recognized by the State of Florida) and have at least six (6) years of experience in the fire service.
Priority Group C)	Fire Lieutenants that have completed the Fire Service Instructor Course or equivalent (as recognized by the State of Florida) and have less than six (6) years of experience in the fire service.
Priority Group D)	All other Fire Lieutenants.

Position Requirement:

State Certified Fire Instructor

Duties:

The Chief of Training shall determine the duties of the Training Instructors.



Position benefits:

Members will retain the benefits currently enjoyed with under the "CBA".

FIRE CHIEF'S VETO

1. After bids are received and prior to issuing an Official Notice assigning a Training Instructor, the Fire Chief may elect to veto the assignment of the member who was awarded the bid for just cause due to disciplinary or performance reasons.
2. If the Fire Chief elects to veto the assignment of the member who was awarded the bid the issue will be brought to the Labor Management Selection Committee for review prior to assigning anyone to the vacant position.
3. The Fire Chief's veto must be overridden by 4 votes of the Labor Management Committee members.
4. If the Fire Chief's veto is overridden, then the member who was awarded the bid will be assigned.

NO BIDS (DRAFTING)

If there are no bids for an advertised Training Instructor opening, the Fire Chief may fill the position by temporarily assigning ("Drafting") the most junior Fire Lieutenant (permanent or probationary) from the ERD division.

TEMPORARY TRAINING INSTRUCTORS

From time to time the need may arise to assign Temporary Training Instructors at the Fire Training Center (i.e. Recruit class size requires more instructors).

Qualifications:

Classified as a Fire Lieutenant or Firefighter

Selection process:

The Fire Chief has the right of assignment when filling Temporary Training Instructors positions as long as the member who is being assigned is in agreement with the temporary assignment.

Duties:

The Chief of Training shall determine the duties of the Temporary Training Instructors.

(Signature) WB

Position benefits:

Members will retain the benefits currently enjoyed under the "CBA".

TRAINING COORDINATOR

Qualifications:

Classified as a Fire Captain

Selection process:

1. Position(s) advertised for a minimum of 15 days
2. Bidders may submit a resume prior to the bid deadline
3. The Chief of Training will make the selection from the candidates.
4. If no Fire Captain bids for the position the drafted member will be treated as per the **No Bids "Draft" Policy** for Training Instructors list above within the Captain's rank.

Position Requirement:

State Certified Fire Instructor

Duties:

The Chief of Training shall determine the duties of the Training Coordinator.

Position benefits:

Members will retain the benefits currently enjoyed under the "CBA".

A handwritten signature consisting of a stylized 'W' and 'B'.

CERTIFICATION OFFICER

Qualifications:

Classified as a Fire Lieutenant

Selection process:

1. Position(s) advertised for a minimum of 15 days
2. Bidders may submit a resume prior to the bid deadline
3. Selected by a committee consisting of three (3) Management representatives, three (3) Union representatives.
4. The two individuals with the most votes shall make final selection. Final selection by majority vote.
5. In the event the vote for the two- (2) finalists is a tie, the finalist with the highest 1) qualifications 2) seniority in grade shall be awarded the assignment.
6. If there are no bids for the position the drafted member will be treated as per the **No Bids "Draft" Policy** for Training Instructors.

Position Requirement:

State Certified Fire Instructor

Duties:

The Chief of Training shall determine the duties of the Certification Officer.

Position benefits:

Members will retain the benefits currently enjoyed under the "CBA".

DRIVER ENGINEER INSTRUCTOR

Qualifications:

1. Classified as a Fire Lieutenant or Fire Captain
2. Must have completed successfully the Reserve Driver Engineer Course



Selection process:

1. Position(s) advertised for a minimum of 15 days
2. Bidders may submit a resume prior to the bid deadline
3. Selected by a committee consisting of three (3) Management representatives, three (3) Union representatives.
4. The two individuals with the most votes shall make final selection. Final selection by majority vote.
5. In the event the vote for the two- (2) finalists is a tie, the finalist with the highest 1) qualifications 2) seniority as an officer shall be awarded the assignment.
6. If there are no bids for the position the assigned (drafted) member will be treated as per the **(No Bids "Draft" Policy)** for Training Instructors. Additional they must have successfully completed the Reserve Driver Engineer Course.
7. The drafted member shall remain at the Training Center until replaced by one of the following.
 - a) A Fire Captain or Fire Lieutenant who has successfully completed the Reserve Driver Engineer Course is assigned (drafted) bids into the position.
 - b) A more junior Fire Lieutenant from the ERD division who has successfully completed the Reserve Driver Engineer Course is assigned (drafted).

Position Requirement:

State Certified Fire Instructor

Duties:

The Chief of Training shall determine the duties of the Driver Engineer Instructor.

Position Benefits:

Members will retain the benefits currently enjoyed under the "CBA".

PARAMEDIC TRAINING INSTRUCTOR

Qualifications:

- a) State Certified Paramedic Lieutenant or Firefighter
- b) Minimum of two (2) years of ALS assignment as a paramedic.



Selection process:

1. Position(s) advertised for a minimum of 15 days
2. Bidders may submit a resume prior to the bid deadline
3. Selected by a committee consisting of three (3) Management representatives, three (3) Union representatives and the Medical Director or his/her designee.
4. The two individuals with the most votes shall make final selection. Final selection by majority vote.
5. In the event that the votes for the two- (2) finalists are tied (selection committee members abstain from voting or are absent) then the finalist with the highest 1) qualifications 2) seniority in-grade shall be awarded the assignment.
6. If there are no bids for the position the assigned (drafted) member will be treated as per the **(No Bids "Draft") Policy** for Training Instructors. Additionally they must also have a minimum of two (2) years of ALS assignment as a paramedic
7. The drafted member shall remain at the Training Center until replaced by one of the following.
 - a) A Paramedic Firefighter with a minimum of two (2) years of ALS assignment as a paramedic bids into the position.
 - b) A more junior Fire Lieutenant from the ERD division with a minimum of two (2) years of ALS assignment as a paramedic is assigned (drafted).

Position Requirement:

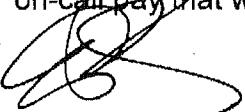
State Certified Fire Instructor

Duties:

The Chief of Training shall determine the duties of the Paramedic Training Instructor, however this position will not be considered an "On-call" position.

Position Benefits:

Members will retain the benefits currently enjoyed under the "CBA" with the exception of on-call pay that will be replaced with ALS pay.

 9/19/03
Edward Pidermann, President
Miami Association of Fire Fighters


William Bryson, Fire Chief
City of Miami

9/19/03
Date