



Memorandum of Agreement

between

City of Albany

and

Albany Fire Fighters, IAFF Local 845



DAY LIEUTENANT POSITION

The Fire Department has created a new Union-represented day lieutenant position called a Training Lieutenant. This Memorandum of Agreement shall define contractual items related to the Training Lieutenant position and any day lieutenant positions that may be established in the future. The parties agree to add the following language to the Collective Bargaining Agreement:

Article 6.1 Work Schedules

The current work schedules are listed below. If an unforeseen financial or operational situation arises prior to the expiration of this Agreement that requires a change in the work schedules, the parties shall negotiate said change.

Full-Time

1. Emergency Services

- a. Shift: Normal work schedule for "Shift" emergency services personnel is twenty-four (24) hours on duty and forty-eight (48) hours off duty and twenty-four (24) hours on duty, etc. Shifts will begin at 0700 hours. The parties agree that the FLSA 7(k) work period for emergency services workers will be 27 days (204 hours). [see also Article 7.4A]
- b. Day Lieutenant: Normal work schedule is 40 hours per week to be scheduled between 0700 and 1900 hours so not to exceed ten (10) hours per day and four (4) consecutive days, Monday through Friday, or eight (8) hours per day and five (5) consecutive days, Monday through Friday, with meal periods being included in those hours. Consecutive days can be flexible.
- c. Day: Normal work schedule for "Day" emergency services personnel depending on assigned work schedule cover: Forty-eight (48) hours per week, consecutive days/shift type rotation, twelve (12) consecutive hours per day, Monday through Sunday, four days on/three days off, between 0700-1900 hours, with meal periods being included in those hours.

Schedule may be adjusted when there is a "reasonable need" for staffing changes. These changes will not occur without a two-week notice. "Reasonable need" is defined as a special event and/or a mutually (between the parties) agreed to situation.

- d. Conversion of 48- hour Personnel to 56-hour: In the event that a 48- hour employee is filling in for a 56-hour employee for more than thirty (30) days, the employee shall accrue leave according to the schedule for 56-hour employees as identified in Article 9.1 Accrual

Schedule Any other articles relating to emergency services shift employees (56-hour) would apply to the emergency services day employee (48 hour) during this time.

Any eligible employee asked to work more than the hours specified shall be paid for those extra hours each payroll period at the appropriate overtime rate.

2. Life Safety Services: Normal work schedule is 40 hours per week to be scheduled between 0700 and 1800 hours so not to exceed ten (10) hours per day and four (4) consecutive days, Monday through Friday, or eight (8) hours per day and five (5) consecutive days, Monday through Friday, exclusive of time off for any lunch period. Consecutive days can be flexible. Shift hours shall be posted by the City.

For all employees above (except Emergency Services, Shift"): The work week commences 0001 on Monday and ends 2400 the following Sunday. All hours in excess of the daily and/or weekly schedule will be paid at overtime rate.

"Emergency Services, Shift" employees are 7k exempt.

Article 7.4 Overtime

Any eligible employee assigned to work more than the hours specified in Article 6, Hours of Work, shall be paid for extra hours each payroll period at the appropriate rate specified below:

A. Overtime Calculation

Emergency Services Employees:

Shift: Hourly rate times one and one-half (1.5).

Day: Hourly rate times one and one-half (1.5).

Day Lieutenant: Hourly rate times one and one-half (1.5). Position limited to working call shifts on off-duty days unless approved by supervisor.

Section 10

Change title to read:

Life Safety Services and Day Lieutenant Personnel
Paid Leave

Article 11.7 Maximum Accrual

Sick Leave:

All sick leave accumulated prior to January 01, 1995, shall be banked. Sick leave accrued after that date shall accumulate in a separate account. Sick leave hours shall be used "first in, last out."

For emergency services shift personnel hired prior to January 01, 1995, those employees with more than 2400 hours combined sick leave (new and old) will have a new sick leave bank maximum of 720

hours and their old bank will continue not to accrue. If their combined banks drop below 2400 hours, their maximum combined accrual of sick leave will be 2400 hours.

Emergency services shift personnel hired after January 01, 1995, will have a maximum allowable accumulation of 2400 hours.

Non-emergency and day lieutenant personnel will accrue to a maximum of 1,000 hours. Maximum combined accrual of new and old sick leave hours will be 2,400 hours for day lieutenant personnel.

Article 16.1 Job Classification Seniority

Emergency Services	Life Safety Services
(5) Fire Lieutenant & Training Lieutenant	(4) Deputy Fire Marshal II
(3) Apparatus Operator	(2) Deputy Fire Marshal I
(1) Firefighter/EMT	

Article 21.11 Day Lieutenant Position

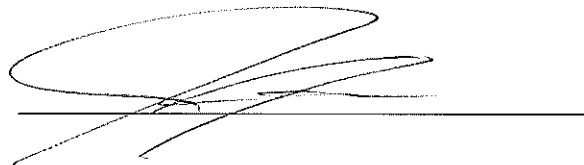
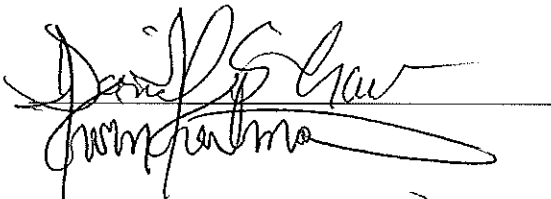
An assignment to a day lieutenant position for an internal candidate shall be for a minimum of 18 months. Exceptions may be granted by the Fire Chief.

Personnel that occupy a day lieutenant position shall not be able to bump another emergency services employee out of their currently held position, except as defined in Section 16, Reduction In Force, of the Collective Bargaining Agreement. Upon completion of the minimum 18-month time commitment, reassignment from a day lieutenant position to a 56-hour shift position shall require the following conditions:

1. An open position must exist in an emergency services job classification that the individual is requesting reassignment to, and the individual must have previously held that job classification on a full-time basis; or
2. The employee in the day lieutenant position must request reassignment back to a 56-hour shift emergency services position through their supervisor. An internal recruitment and selection process shall be conducted to determine if there are qualified and interested applicants for the day lieutenant position. If an applicant is selected for this position, the individual vacating the day lieutenant position will assume the successful applicant's 56-hour emergency services position, as long as they have previously held that job classification on a fulltime basis.

CITY OF ALBANY:

ALBANY FIRE FIGHTERS IAFF LOCAL 845:



Date: JAN 02, 2008

Date: 12/28/2007