

2015 Negotiations between
City of Corpus Christi &
Corpus Christi Fire Fighters Association

TENTATIVE AGREEMENT

**ARTICLE 21
WORK HOURS**

Section 1. Workweek and Duty Hours for Operations Fire Fighters.

A. **24/48 shift schedule.** The regular work shift for Operations Fire Fighting personnel assigned to fire suppression and emergency medical services duties shall be based upon a schedule of 24 hours on and 48 hours off for a yearly average of fifty-four (54) hours per week. For these Fire Fighters, 12 scheduled working hours shall be counted as one work day for vacation leave, sick leave, personal leave and any other leave purposes.

B. **Shift Hours.** The regular duty hours for each shift shall begin at 8:00 a.m. on the day to be worked and shall end at 8:00 a.m. on the following day.

C. **Holdovers.** A Fire Fighter who is required to holdover at the end of his/her scheduled shift to complete a fire or ambulance call will be compensated for the additional time to the nearest 15 minutes. If the Fire Fighter is required to holdover to be on standby or to be dispatched to a fire to relieve another crew, the City shall not be required to provide additional compensation for holdover assignments lasting less than 15 minutes. However, if the holdover period lasts longer than 15 minutes, the Fire Fighter will be compensated for the entire holdover period at his/her overtime rate.

D. **Straight Time Compensation.** The parties understand and agree that the City fully compensates Fire Fighters for all straight time pay due them for their regularly scheduled hours. Operations Fire Fighters receive straight time monetary compensation to work 216 hours in each 27-day work cycle that does not include a Kelly Day and 192 hours in each 27-day work cycle that does include a Kelly Day.

E. **Specialized Training Assignments.** Operations Fire Fighters may be placed on a 40 hour work schedule for the purpose of attaining specialized training. Specialized training includes, but is not limited to:

- Training in HAZ-MAT, rescue, fire prevention and/or arson investigation;
- EMS certification and recertification classes;
- promotional orientation; and
- attendance at any Fire academy into which the Department has enrolled the Fire Fighter.

If an Operations Fire Fighter is required to take leave time to attend specialized training and said time is for the purpose of transitioning to a forty (40) hour work schedule, such transition leave shall not break the cycle for FLSA purposes.

Section 2. Work Week and Duty Hours for Non-Operations Fire Fighters.

A. **Battalion Chiefs & Above.** Non-Operations Fire Fighters at or above the rank of Battalion Chief will have a 40-hour workweek with a schedule determined by the Fire Chief.

B. **Captains & Below.** The regular work week for Non-Operations Fire Fighters below the rank of Battalion Chief assigned to the Fire Prevention or Training Divisions shall be 40 hours per week. The regular weekly schedule will be four (4) ten (10) hour shifts per week. In the Fire Prevention Division the Fire Chief, may alter the regular weekly schedule if Fire Prevention staffing falls to 50% or less of its required level. In the Training Division the Fire Chief, at his/her discretion, may alter the regular weekly schedule at any time. A four (4) ten (10) hour day weekly schedule will begin at 8:00 a.m. and will end at 6:30 p.m. with a thirty (30) minute unpaid meal period.

C. **Election of Alternate Workweek by Captains & Below.** Non-Operations Fire Fighters below the rank of Battalion Chief assigned to Fire Prevention or Training may elect, once each year and with the approval of the Fire Chief, to work a weekly schedule of five 8-hour shifts. This election will continue in effect for a year, subject to alteration by the Fire Chief as provided in paragraph B above.

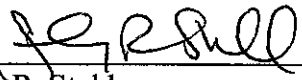
Section 3. Call-backs.

A. **Call-Back Procedure.** The current agreed call-back procedure, described in Department SOP's (appended to this Agreement as "Appendix ___") shall be used during the term of this Agreement unless changed by mutual agreement of the parties.

B. **Revisions Committee.** The Fire Chief, in his discretion, may appoint a committee to develop a revised call back policy. The Committee will be composed of six members, three appointed by the Chief, and three appointed by the Association. The Committee will meet as appropriate and determine whether and in what manner the Department's call-back procedure should be changed. Any recommended changes will be forwarded to the Chief and the Association President for the parties' consideration. Any recommended revisions will take effect upon approval by both the City and Association. For purposes of this subsection, the Association's Executive Board has authority to give the Association's approval. Fire Fighters will be briefed on any new call-back procedures before they are implemented.

C. **Emergency Call-Backs.** In an emergency, i.e., any unexpected or unforeseen event requiring immediate action, the Department may utilize any means necessary to initiate assistance. Fire Fighters called in on an emergency call-back will not lose their place on any call back list. Emergency Call-Backs are a mandatory requirement to report to work in the event of an emergency or other situation as declared by the Fire Chief or his/her designee.

Agreed this 17th day of April, 2015:



Johnny R. Stobbs



Roxana I. Perez Stevens