

Handout 8/28/15  
RMSum

August 24, 2015

**CURRENT STAFFING FOR RESCUE DISTRICT CHIEF'S:**

Rescue 103 - 3 Rescue Battalion Chief's

Rescue 104 - 3 Rescue District Chief's (1 is currently a provisional district chief)

Rescue 105 - 3 Rescue District Chief's (1 is currently a provisional district chief)

Rescue 106 - 3 Rescue District Chief's (created February 7, 2015)

HSO - 3 Rescue District Chief's (created February 7, 2015)  
(1 is currently a provisional district chief, who retires September 25, 2015)

Quality Improvement Officer – 1 Rescue District Chief  
(Upgraded position from Rescue Captain created February 7, 2015)

There are 3 vacancies currently for rescue district chiefs. If nothing changes HR will administer a civil service examination for rescue district chief in November 2015.

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**RESCUE DISTRICT CHIEF'S REORGANIZATION:**

2 of the 3 HSO (created February 7, 2015) can fill 2 rescue district chief's vacancies one at Rescue 104 and the second vacancy at Rescue 105.

The third HSO (created February 7, 2015) retires September 25, 2015. This position will be reclassified to a firefighter.

The 2 provisional District Chief's will be reverted back to Rescue Captain's

The HSO duties will be handled by all rescue district chief's on their respective shifts. In addition, this plan opens up 1 firefighter position.

1 Quality Improvement Rescue District Chief will be demoted to Rescue Captain

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Rescue 106 (created February 7, 2015) is a service enhancement. Rescue 106 has reduced the span of control; reduced response times, and allowed for greater command oversight of rescue personnel. Recommendation is to keep Rescue 106 in-service.

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**RESCUE CAPTAIN'S DEMOTIONS:**

2 Rescue Captain's will be demoted to Rescue Lieutenant, as a result of the reversion of 2 provisional Rescue District Chief's back to Rescue Captain's.

1 Rescue Captain will be demoted to Rescue Lieutenant, as a result of the demotion of 1 Rescue District Chief back to Rescue Captain.

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**RESCUE CHIEF'S OVERSIGHT RESPONSIBILITIES:**

|   |             |                          |
|---|-------------|--------------------------|
| Rescue 103 is located at 11026 Philips Hwy.   | (Southside) | Oversee: 9 Rescue units  |
| Rescue 104 is located at 10151 Busch Drive N. | (Northside) | Oversee: 11 Rescue units |
| Rescue 105 is located at 6671 Sandymac Road   | (Westside)  | Oversee: 11 Rescue units |
| Rescue 106 is located at 3275 Tamaya Blvd.    | (Eastside)  | Oversee: 10 Rescue units |

**\*Rescues 103 thru Rescue 106 are unit designations for dispatch purposes.**

**CURRENT STAFFING FOR SUPPRESSION DISTRICT CHIEF'S:**

|  |   |
|--|---|
| Fire 1 - 3 Battalion Chief's   | located at 611 Liberty Street               |
| Fire 2 - 3 District Chief's  | located at 251 Joeandy Road                 |
| Fire 3 - 3 District Chief's  | located at 9200 Hogan Road                  |
| Fire 4 (Special Operations) - 1 Battalion Chief and 2 District Chief's             | located at 639 W. Duval Street              |
| Fire 5 - 3 Battalion Chief's   | located at 1055 S. McDuff Ave               |
| Fire 6 - 3 District Chief's  | located at 5527 Hillman Drive               |
| Fire 7 - 3 District Chief's  | located at 3504 Myrtle Avenue               |
| Fire 8 (Marine and Crash Ops) - 1 Battalion Chief and 2 District Chief's           | located at 12851 N. Main St.                |
| Fire 9 (Hazardous Materials Operations) - 1 Battalion Chief and 2 District Chief's | 6272 Powers Avenue                          |
| ISO - 3 District Chief's (created February 7, 2015)                                | located at 9735 1 <sup>st</sup> Federal Dr. |
| ISO - 3 District Chief's (created February 7, 2015)                                | located at 8140 Lenox Avenue                |

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**SUPPRESSION DISTRICT CHIEF'S DEMOTIONS:**

6 Incident Safety Officer District Chief's (created February 7, 2015) will be demoted to their previously held rank of Suppression Captain.

4 of the 6 District Chief positions will be deleted and reclassified as Suppression Captain's.

The remaining 2 District Chief positions will be reclassified to Suppression Captain's using two existing Suppression Captain vacancies (vacancies will occur September 25, 2015, as a result of the DROP)

The Incident Safety Officer function will continue using 6 individuals at the rank of Captain

2 vacated district chief's positions will be reclassified as 2 firefighter positions.

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**SUPPRESSION CAPTAIN'S DEMOTIONS:**

4 Suppression Captain's will be demoted to Suppression Lieutenant's, as a result of the District Chief's demotion to Suppression Captain's.

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**SUPPRESSION DISTRICT CHIEF'S OVERSIGHT RESPONSIBILITIES:**

Fire 1 oversees 6 suppression units

Fire 5 oversees 7 suppression units

Fire 2 oversees 7 suppression units

Fire 6 oversees 12 suppression units

Fire 3 oversees 9 suppression units

Fire 7 oversees 12 suppression units

Fire 4 oversees 10 suppression units

Fire 8 oversees 14 suppression units

Fire 9 oversees 10 suppression units

**\*Fires 1 thru Fire 9 are unit designations for dispatch purposes. The unit designations for the ISO's are Safety 1 and Safety 2.**

- 13.8** Line of Promotion is as follows: From Captain to District Chief.
- 13.9** Standard external reading lists for promotional examinations shall be established for all promotional classifications within the Jacksonville Fire and Rescue Department. JFRD will furnish all station/work location libraries with copies of reading list books and materials. These materials will be maintained by the station/work location head who will be responsible for establishing a check-out system to account for materials and provide for equal access to them. The Director/Fire Chief can amend the reading lists as necessary, with the understanding that such amendments will be announced at least ninety (90) days prior to any affected promotional examination. The ninety (90) day limitation will not apply to fine-tuning the contents of the list, e.g., updating edition numbers.
- 13.10** The City and the exam consultant will score standardized exam sheets at the exam administration site, and provide raw scores to examinees subject to the following:
- A.** Raw scores do not include points added for seniority or for military service where applicable and therefore may not accurately reflect an examinees' ranking on the final list.
  - B.** Raw scores do not include the result of exam protest committee determinations, if any, and therefore may not accurately reflect an examinee's ranking on the final list.
  - C.** Technology used to score standardized exam sheets is affected by the quality of markings made on the exam papers. Erasures, ambiguous markings, and extraneous marking on exam sheets may adversely affect the ability to provide immediate scores. In such cases, hand scoring may be required which can delay delivery of results to examinees.
  - D.** The ability to score exam sheets at the exam site is dependent upon the availability of operational equipment. Delays in providing scores to examinees can result from equipment malfunctions or breakdowns.
- 13.11** The following shall apply for demotion or reversion in rank caused by a reduction-in-work-force or a shortage of funds:
- A.** The last candidate promoted from an internal eligibility list shall be the first to receive a demotion/reversion in rank. If there is more than one member that must be demoted/reversed in rank, the order shall continue from the last candidate promoted to the first candidate promoted.

- B. When a vacancy occurs in a position/rank from which members have been demoted/reversed in rank, promotion to said vacant position/rank shall be made from the list of members demoted/reversed in rank with the last member demoted/reversed in rank promoted first, regardless of the expiration date of the internal eligibility list from which said members were originally promoted.

## ARTICLE 28: DURATION OF AGREEMENT

Except as otherwise provided in this Agreement, this collective bargaining agreement shall be in effect from October 1, 2012 through September 30, 2015.

There will be no layoffs or non-disciplinary demotions through September 30, 2015. However, the parties understand that the City maintains the right to make budget reductions, but that it will do so through attrition rather than layoffs and non-disciplinary demotions.

There will be a re-opener in negotiations commencing within calendar year 2012 limited to Article 14 (Employee Benefits) (negotiations shall not be limited to the employee benefits stated within this article). The **City** or the **Union** must provide the other with thirty (30) days' notice within 2012, which indicates the last date the re-opener of negotiations over the Employee Benefits article shall commence. The parties agree the **City** and the **Union** may immediately raise in this re-opener the same legal positions regarding the subject of pensions that they took, respectively, prior to entering this Agreement.



# Safety Officer District Chief Promotions Reverted back to Lieutenants

## SUPPRESSION

| District Chiefs (Safety Officer reversion to Captains) |      |                     |       |             |         |                        |                    |              |                 |             |                              |
|--|------|---------------------|-------|-------------|---------|------------------------|--------------------|--------------|-----------------|-------------|------------------------------|
| ACTIVITY NO  | Rank | OccTitle            | EE#   | Last        | First   | DATE OF LAST PROMOTION | Order of Reversion | Chief Salary | Captain Salary  | Variance    |                              |
| FRFO011FO  | DCHF | FIRE DISTRICT CHIEF | 11738 | GOUIN       | PATRICK | 08-Aug-15              | 1                  | \$ 90,072    | \$ 73,620       | \$ (16,452) | Delete Chief, Auth. Captain  |
| FRFO011FO  | DCHF | FIRE DISTRICT CHIEF | 11621 | COURTIS     | ERIC    | 25-Apr-15              | 2                  | \$ 90,072    | \$ 75,151       | \$ (14,921) | Delete Chief, Auth. Captain  |
| FRFO011FO  | DCHF | FIRE DISTRICT CHIEF | 11417 | HATCHETT    | SEAN    | 25-Apr-15              | 3                  | \$ 90,072    | \$ 77,136       | \$ (12,936) | Delete Chief, Auth. Captain  |
| FRFO011FO  | DCHF | FIRE DISTRICT CHIEF | 11430 | GILLIS, JR. | ROBERT  | 25-Apr-15              | 4                  | \$ 90,072    | \$ 77,136       | \$ (12,936) | Delete Chief, Auth. Captain  |
| FRFO011FO  | DCHF | FIRE DISTRICT CHIEF | 11445 | SQUIRES     | DAVID   | 25-Apr-15              | 5                  | \$ 90,072    | \$ 77,136       | \$ (12,936) | Revert to Cpt. Ennis Vacancy |
| FRFO011FO  | DCHF | FIRE DISTRICT CHIEF | 11502 | CIPRIANI    | MATTHEW | 25-Apr-15              | 6                  | \$ 90,072    | \$ 77,136       | \$ (12,936) | Revert to Cpt. Prior Vacancy |
|  |      |                     |       |             |         |                        |                    |              | Salary Variance | \$ (83,117) |                              |

| Captain Suppression (Reversion to Lieutenant due to Safety Officer Reversions to Captain) |      |                             |       |  |         |                        |                    |                         |                    |              |                                  |
|---|------|-----------------------------|-------|--|---------|------------------------|--------------------|-------------------------|--------------------|--------------|----------------------------------|
| ACTIVITY NO   | Rank | OccTitle                    | EE#   | Last   | First   | DATE OF LAST PROMOTION | Order of Reversion | Captain Salary          | Lieutenant Salary  | Variance     |                                  |
| FRFO011FO   | CPT  | FIRE CAPTAIN SUPPRESSION 56 | 11727 | HANCOCK  | ROBERT  | 08-Aug-15              | 1                  | \$ 74,779               | \$ 65,025          | \$ (9,754)   | Delete Captain, Auth. Lieutenant |
| FRFO011FO   | CPT  | FIRE CAPTAIN SUPPRESSION 56 | 11641 | ROBERTS  | MARK    | 08-Aug-15              | 2                  | \$ 75,893               | \$ 65,994          | \$ (9,899)   | Delete Captain, Auth. Lieutenant |
| FRFO011FO   | CPT  | FIRE CAPTAIN SUPPRESSION 56 | 11383 | IRONSIDE                                       | WILLIAM | 08-Aug-15              | 3                  | \$ 77,136               | \$ 67,080          | \$ (10,056)  | Delete Captain, Auth. Lieutenant |
| FRFO011FO   | CPT  | FIRE CAPTAIN SUPPRESSION 56 | 11044 | MATTOX   | KEVIN   | 04-Jul-15              | 4                  | \$ 77,136               | \$ 67,080          | \$ (10,056)  | Delete Captain, Auth. Lieutenant |
| ACTIVITY NO   | Rank | OccTitle                    | EE#   | Last   | First   | DATE OF LAST PROMOTION | Order of Reversion | Captain Retiring Salary | Firefighter Salary | Variance     |                                  |
| FRFO011FO   | CPT  |                             |       | Cpt. Prior Salary eliminated due to retirement |         |                        |                    | \$ 77,136               | \$ 35,292          | \$ (41,844)  | Delete Chief, Auth. Firefighter  |
| FRFO011FO   | CPT  |                             |       | Cpt. Ennis Salary eliminated due to retirement |         |                        |                    | \$ 77,136               | \$ 35,292          | \$ (41,844)  | Delete Chief, Auth. Firefighter  |
|   |      |                             |       |  |         |                        |                    |                         | Salary Variance    | \$ (123,453) |                                  |

**Total Variance \$ (206,570)**

RC Needed to Delete 6 District Chief Suppression and Authorize 4 Lieutenant Suppression 56 and 2 Firefighters 56

(Cpt. Ennis and Cpt. Prior retires 9/25)

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# HSO District Chief Promotions Reverted back to Lieutenants

## RESCUE

| District Chiefs (HSO reversion to Captains) |      |   |       |          |         |                        |                    |                        |                    |                                 |
|---|------|---|-------|----------|---------|------------------------|--------------------|------------------------|--------------------|---------------------------------|
| ACTIVITY NO                                 | Rank | OccTitle  | EE#   | Last     | First   | DATE OF LAST PROMOTION | Order of Reversion | Chief Salary           | Captain Salary     | Variance                        |
| FRRS011                                     | DCHF | FIRE DISTRICT CHIEF<br>RESCUE 56 -<br>Provisional | 11188 | MOTE     | IVAN    | 08-Aug-15              | 1                  | \$ 90,072              | \$ 77,136          | \$ (12,936)                     |
|   |      |   |       |          |         |                        |                    |                        |                    | Delete Chief, Auth. Captain     |
| FRRS011                                     | DCHF | FIRE DISTRICT CHIEF<br>RESCUE 56 -<br>Provisional | 11261 | KOTSIS   | KEVIN   | 04-Jul-15              | 2                  | \$ 90,072              | \$ 77,136          | \$ (12,936)                     |
|   |      |   |       |          |         |                        |                    |                        |                    | Delete Chief, Auth. Captain     |
| ACTIVITY NO                                 | Rank | OccTitle  | EE#   | Last     | First   | DATE OF LAST PROMOTION | Order of Reversion | Chief Salary           | Firefighter Salary | Variance                        |
| FRRS011                                     | DCHF | FIRE DISTRICT CHIEF<br>RESCUE 56 -<br>Provisional | 11023 | ALDERMAN | KENNETH | 04-Jul-15              | retirement 9/25/15 | \$ 90,072              | \$ 35,292          | \$ (54,780)                     |
|   |      |   |       |          |         |                        |                    |                        |                    | Delete Chief, Auth. Firefighter |
|   |      |   |       |          |         |                        |                    | <b>Salary Variance</b> | <b>\$ (80,652)</b> |                                 |

| Captain Rescue (Reversion to Lieutenant due to HSO Promotions) |      |                        |       |         |            |                        |                    |                        |                    |                                  |
|--|------|------------------------|-------|---------|------------|------------------------|--------------------|------------------------|--------------------|----------------------------------|
| ACTIVITY NO  | Rank | OccTitle               | EE#   | Last    | First      | DATE OF LAST PROMOTION | Order of Reversion | Captain Salary         | Lieutenant Salary  | Variance                         |
| FRRS011  | CPT  | FIRE CAPTAIN<br>RESCUE | 64048 | NORRIS  | LATORRENCE | 08-Aug-15              | 1                  | \$ 73,118              | \$ 63,581          | \$ (9,537)                       |
|  |      |                        |       |         |            |                        |                    |                        |                    | Delete Captain, Auth. Lieutenant |
| FRRS011  | CPT  | FIRE CAPTAIN<br>RESCUE | 60652 | KENDALL | JEFFREY    | 04-Jul-15              | 2                  | \$ 73,868              | \$ 64,233          | \$ (9,635)                       |
|  |      |                        |       |         |            |                        |                    |                        |                    | Delete Captain, Auth. Lieutenant |
|  |      |                        |       |         |            |                        |                    | <b>Salary Variance</b> | <b>\$ (19,172)</b> |                                  |

**Total Variance \$ (99,824)**

RC Needed to Delete 3 District Chief Rescue and Authorize 2 Lieutenant Rescue 56 and 1 Firefighter 56



QA District Chief Promotion Reverted back to Lieutenant  
RESCUE

| District Chief Rescue (QA reversion to Captain) |      |                                  |       |        |       |                        |                    |              |                        |                    |
|---|------|----------------------------------|-------|--------|-------|------------------------|--------------------|--------------|------------------------|--------------------|
| ACTIVITY NO                                     | Rank | OccTitle                         | EE#   | Last   | First | DATE OF LAST PROMOTION | Order of Reversion | Chief Salary | Captain Salary         | Variance           |
| FRRS011   | DCHF | FIRE DISTRICT CHIEF<br>RESCUE 56 | 11649 | HUNTER | ERIK  | 23-May-15              | 3                  | \$ 90,072    | \$ 75,424              | \$ (14,648)        |
|   |      |                                  |       |        |       |                        |                    |              | <b>Salary Variance</b> | <b>\$ (14,648)</b> |

Delete Chief, Auth. Captain

| Captain Rescue (Reversion to Lieutenant due to QA Chief reversion to Captain) |      |                     |       |        |       |                        |                    |                |                        |                   |
|---|------|---------------------|-------|--------|-------|------------------------|--------------------|----------------|------------------------|-------------------|
| ACTIVITY NO   | Rank | OccTitle            | EE#   | Last   | First | DATE OF LAST PROMOTION | Order of Reversion | Captain Salary | Lieutenant Salary      | Variance          |
| FRRS011   | CPT  | FIRE CAPTAIN RESCUE | 11815 | WATERS | TARA  | 23-May-15              | 3                  | \$ 74,270      | \$ 64,583              | \$ (9,687)        |
|   |      |                     |       |        |       |                        |                    |                | <b>Salary Variance</b> | <b>\$ (9,687)</b> |

Delete Captain, Auth. Lieut

**Total Variance      \$      (24,335)**

RC Needed to Delete 1 District Chief Rescue and Authorize 1 Lieutenant Rescue 56

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# **Tuition Reimbursement**

| <b>FY</b> | <b>Paid</b> | <b>EE<br/>Count<br/>per FY<br/>(as of 3/31<br/>each FY)</b> | <b>Total # of<br/>Employees<br/>using program</b> | <b>Uniform<br/>ed JSO</b> | <b>Uniform<br/>ed<br/>JFRD</b> | <b>General</b> |
|-----------|-------------|---|---|---------------------------|--------------------------------|----------------|
| 2008      | 410,000.00  | 7,890   | 542 →   | 117                       | 106                            | 319            |
| 2009      | 701,000.00  | 8,142   | 475 →   | 92                        | 175                            | 208            |
| 2010      | 324,000.00  | 8,333   | 520 →   | 125                       | 190                            | 585            |
| 2011      | 691,000.00  | 8,117   | 590 →   | 115                       | 180                            | 295            |
| 2012      | 502,000.00  | 7,606   | 360 →   | 95                        | 150                            | 115            |
| 2013      | 290,000.00  | 7,048   | 203 →   | 91                        | 112                            | 0              |
| 2014      | 210,000.00  | 7,038   | 146 →   | 44                        | 102                            | 0              |
| 2015      | 205,000.00* | 7,236   | 148 →   | 43                        | 105                            | 0              |

Paid amount for FY2015 as of August 28, 2015 payroll; we are processing about \$65,000 to be paid out September 11, 2015.  
Due to another paramedic certification class ending in September, we expect to exhaust the funds this fiscal year.