

ARTICLE XIX
HOURS OF WORK AND OVERTIME

Section 1. The County has the right to require bargaining unit employees to work overtime, when in the sole judgment of Fire Rescue Administration, overtime work is necessary to the efficient operation of the Fire Rescue Division. All employees will be eligible to be paid at one-and-one-half times their regular hourly rate for all hours worked in excess of forty (40) hours per week.

Section 2. If called upon to hold over and work overtime, the employee is expected to do so until a replacement is on duty and the employee is released to go home. If, in the opinion of the Deputy Chief, it is not safe to hold over an employee in his/her current duty assignment because of the volume or nature of calls on his/her shift, the County may excuse the employee from holding over and select the next employee on the mandatory overtime list; or alternatively, may switch the employee with an employee working at a station with lower call volume. In either case, the decision of the County will not be precedent setting, and will not be subject to the grievance and arbitration provisions of this Agreement. Employees who are held over involuntarily will be paid at the emergency overtime rate. Management will make a good faith effort to find a replacement and to notify employees of the need to hold over as soon as reasonably possible. Failure of an employee to hold over and work overtime or failure to work overtime during an emergency when required and called upon shall be good cause for disciplinary action.

Section 3. The current practice of a monthly auction to cover shifts for employees on leave will be discontinued.

Section 4. Bargaining unit EMT'S and Paramedics shall be allowed to work MOT and VOT on Fire Rescue units if the Division is unable to fill the identified shift vacancy with dual certified personnel.