

February/March

Local 2959 Updates

3/30/22

Department Updates

Upstaffed Rescues

- Third personnel placed on rescues for beta testing and data to be collected for Safer Grant backing.
- Rescues 211, 212, 231, 301, 302 keep the 3rd on those trucks, administration will evaluate keeping the staffing with the 3rd on a per pay period basis due to OT.
- Data came to show that engines were more readily available during this time. This data will help back up our Safer grant application.
- Still no "official" word on the approval of the 40 FTE's for SAFER but the longer no word, the better. Usually the "NO" is immediate.

Light duty personnel

- Light duty personnel may be limited moving forward
- Currently, there are upwards of 10 personnel on light duty
- Running out of areas to utilize personnel
- Light duty is not going away, there is just a line with how many people can be utilized in certain places.
- Work Comp is separate, if you are on work comp - they will accommodate
- No exact number that admin has in mind. Light duty work (not related to workers comp) has always been a privilege and will continue to be moving forward, just be mindful, there's always a limit.

Sick Time Notes

- If calling out sick and you have worked OT in the same pay period, please provide a doctor's note ASAP. .
- Providing a note ahead of time will assist payroll in paying you the correct amount, this will also eliminate the trouble of you waiting for your pay to be corrected.
- Doctors' notes must also be provided when calling out sick in conjunction with kelly day or vacation day.
- Doctors note is the best overall means to receiving your full pay for OT, just get a note and this will save further frustration.
- This is not meant to be punitive! The Union is not to support disciplining our members, a policy is an easier way for the Union and Administration to agree to a solution that helps alleviate discipline or grievances.

Workforce Updates

- Mileage reimbursement will be integrated into workforce
- Officers/BC's will be able to add a work code to the employee when moved
- Overtime will soon be offered over text, and will be able to accept via text as well.

Bunker Gear Inspection

- Do not wait until gear inspection each year to address any missing or damaged gear
- If your gear is missing, broken, or out of service, replace immediately via fleet and they will replace what you need with no issues.
- Moving forward, waiting until inspection to ask for a bunch of gear that you have needed will result in your allowance being hit.
- Do not make alterations to your helmets. Drilling holes to install Borks is not approved, and will unfortunately take your helmet out of service. Your helmet will be replaced and this will come out of your uniform allowance, if you do not have sufficient funds in your allowance then it will be taken out of next year's allowance.

- Remember that you do not “own” your county issued gear and equipment. Gear inspections are also a way to help make sure everyone’s gear is operating as it should, inspected by people who may discover something you may not see.

Double Rescue Stations/Dispatching

- Dispatching has been a little chaotic since implementation of the new closest unit response and double rescue responses.
- When both rescues available in quarters, dispatch was in charge of toning out whichever rescue had the least amount of run numbers for the day
- Crews were not to get on the radio and assign themselves opposed to the other rescue
- This resulted in a lot of rescues running 4-5 calls in a row, sometimes more. There was a lot of gray area and seemed to be some confusion regarding how dispatch was making these decisions.
- CAD was recommending whichever rescue had the least amount of run numbers gets dispatched first, regardless of any other circumstances.
- There was an overwhelming amount of complaints with this system, every station with double rescues seemed to be having a lot of issues.
- Brought to Chief of Comms attention, currently they are working on a CAD update to implement a button to give the rescues the ability to list which rescue gets hit out first. Not sure on time this will be available, however it is being worked on
- Call for call, or run number is a run number that has now been implemented in place of the previous dispatching. Dispatch will be handling this on their end.
- Will no longer require an incident report in the event of taking a call, or attempting to take a call if you feel closer than another unit.

Overtime

- EMT OT has been a growing concern since late last year
- Concern from county administrator to Fire Rescue admin has been raised regarding individuals with a great deal of OT. County admin does see this as a safety concern
- Opening up EMT OT picklist to medics was suggested

- Since September, this concern had been brought up a few times in different settings and it was not agreed on. As a union, we did not approve.
- With growing concerns from our county administrator and no other avenues, it was finally agreed to blend EMT and Paramedic overtime after further discussion.
- Not implemented to punish anyone, as a union we understand the concerns and complaints. It was understood that this would be revisited on a monthly basis regarding overtime budget.
- Rhetorically it is known that we have to “stand up for all members” and we are.
- We vet out all of these difficult questions with our attorney and discuss the issue as an eboard and use leverage for as far as it will take us.
- We have no “Distribution of Overtime” article in our contract so this can be done according to our attorney.
- When any issue arises please help your eboard with an alternative solution vs just pointing to a problem(s).

Contract Survey

- With our new contract coming next year, we want to be prepared with any and all topics that the membership would like.
- There was a survey sent out to your emails from the union.
- Please fill out as your feedback is what gives us topics moving forward.
- Examples include, Rescue LT, Driver Engineer, Sick time/Vacation buy back, incentive pay, ect.
- **Only 95 people have filled this out! Please fill this out ASAP**

[Contract Survey Link](#)

New Hires

- On Feb 21st, 10 new recruits began their 5 week academy
- 5 from City of Stuart, 4 Indian River County, and 1 Brevard County
- Training academy consisted of 3 weeks of fire training, and 2 weeks of EMS paramedic academy training.
- Recruits will be hitting the streets starting 3/27

Promotions

- Congratulations to the following individuals on their promotions, please congratulate them
 - ❖ **Nick Bates**- Fire Captain
 - ❖ **Kevin Moore**- District Chief of Training

Professional Development/Mentorship Program

- All employees who are eligible for the next Fire Captain, EMS Captain, and Bat Chief promotional test will be eligible to take place in mentorship program
- Eligible employees will then enter a check off prior to testing
- Employees will complete a 10 shift check off process with FTI
- Check off employees will be able to train under the program
- Decisions on who enters the process first will most likely be determined by seniority.
- Any employee interested please send a letter of interest to your District Chief and CC your BC.
- This is all still a program in progress, new information to come.

RSI Program

- RSI medication will be placed on rescues with paramedics who complete requirements will be eligible.
- Requirements will be attending, and completion of the RSI training class, and successful completion of Training scenarios administered by your EMS Captains.
- Training classes will be held on April 14th and 15th starting at 0900.
- Dr Wood will be instructing the course both days.
- Rescues will begin carrying RSI Kits, however only signed off medics will be able to utilize it. Email came out 3-25 regarding this topic.
- Not sure if this will or could affect staffing, so we encourage all medics to take part in this. For example, if an entire shift of medics at station 24 choose not to take part, this may lead to floating medics to station 24 who can provide this increased level of service to the citizens. Especially when the normal wait time for an EMS Captain or Lifestar would be awhile.

Upcoming Events/Meetings

- General Union Meeting - **April 11th, (changed to 1900 meeting) Budget vote to follow meeting! Please be there and let your voice be heard!**
- Op300 Mentorship Camp - **April 22nd-24th**
- **May 13th-15th** State qualifying Firefighter Combat Challenge event at Stuart Beach. More details to follow.

Union Website

- Below you'll find our updated Local2959 website. Within this site you'll find information with events, chats, contract documents, charities, and much more. Please be sure to routinely check this site as we will be updating it often.
- [L2959 Website](#)

Conclusion

Thank you again for taking the time to read up on any updates and information going on within the department. As always, these are simply the main topics of what's going on within the organization. If you have any questions, concerns, suggestions, or would like to hear more information regarding a topic, **please let your shop steward or any eboard member know!** Continue the hard work, stay positive and get involved. Thank you again, be safe.

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A-Shift Shop Steward

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