

**Memorandum of Understanding
Between
City of Gresham
and
International Association of Fire Firefighters Local 1062
Re: Shift Investigators**

Background: On March 8, 2020, in response to the worldwide Coronavirus Pandemic, the State of Oregon's Governor declared a "State of Emergency" surrounding the disease and its communication. During that time and by mutual consent the City Gresham (the City) and the International Association of Fire Firefighters Local 1062 (the Union) agreed modifying the work hours for Life Safety Division personnel. These modifications included a temporary change to the hours and days of work of the Fire Marshal, Deputy Fire Marshals and Fire Inspectors.

This time of modified work schedules provided insight to the value of having Life Safety Division (LSD) personnel working a 24-hour shift schedule.

To further explore these benefits, the City is proposing a six-month pilot program, where Life Safety Division personnel will voluntarily work 24 hours on duty, followed by 48 hours off duty (known as 24/48) schedule.

Details of this Pilot Program are agreed to as detailed below:

- Three (3) Shift Investigators (SI) will work a voluntary 24/48 pilot schedule 10/11/2020 - 4/10/2021.
- At no time can an LSD assigned staff member be reassigned to a firefighter operations position without mutual agreement between Labor and Management.
- The three (3) Si's working a 24/48 schedule will be assigned a Kelly Day tract. Tracks will be assigned to provide separation of the Kelly Days from Shift to Shift.
- The other Division personnel will remain on a 4/10 work schedule.
- The proposed, but not yet adopted, Class specs for Fire Technician A, B, and C, reviewed/approved by Human Resources will be used for the duration of the Pilot Program.
- The DRAFT SOG's for Shift Investigator and Day Investigator duties will be used for the duration of the Pilot Program.
- Article 19.8 Conversion Factor will apply for leave hours used during the pilot period.

SHIFT INVESTIGATOR (SI) DUTIES

- Respond to calls as their main priority.
- Report to Command for an assignment upon arrival. In addition to Fire Investigation duties, they may be assigned as the Chiefs Aid or Safety (if qualified).
- The Shift Investigator **will not** be added as a fourth (4th) person on fire apparatus or used to replace a firefighter.
- Respond as a single resource on the following call types:
 - o Commercial Fire Alarm: ALCOM
 - o Cold Fire: COLD
 - o Illegal/Unlawful Burning: ILBURN
- Respond as part of a multiple unit response on the following:
 - o Apartment Fire: AFIRE
 - o Commercial Fire: CFIRE
 - o Grass/Bark/Vegetation Fire: GRASS
 - o Miscellaneous Fire: MISCF
 - o Residential Fire: RFIRE
 - o Any fire as requested by the Officer in Charge (dumpster, suspicious vehicle, etc.).
- Secondary duties will include new construction plan review and/or inspections.
- The three (3) SI's will attempt to cover open shifts by way of trades whenever possible. In the event they cannot find a trade, a DI will cover as listed below.

DAY INVESTIGATOR (DI) DUTIES

- The Di's will be required to cover vacant SI shifts based on work schedule and availability.
- The DI will be responsible for fire investigations and response, in the absence of the SI.
 - o While covering during business hours, they will be expected to cover the call types listed in the Shift Investigator duties above unless workload does not allow that.
 - o Shifts will be covered from home after hours and weekends.
 - o Coverage shall be equal amongst the Di's.
- New construction plan review and inspections is their second priority. Other duties may be assigned by the Fire Marshal - Battalion Chief

EXPIRATION

This MOU Expires on April 10, 2021.

This MOU represents exceptions to current CBA language and current Gresham Fire and Emergency Services and/or City policies and will not create a past practice or future precedence.

The Parties acknowledge their Agreement with the terms of this MOU by signing below.

For the City:

/s/ Mitch Snyder

Mitch Snyder, Fire Chief

10/14/2020

Date

For IAFF, Local 1062:

/s/ Kevin Larson

Kevin Larson, IAFF President

10/14/2020

Date

Approved as to Form:

/s/ Sherisa Davis-Larry

City Attorney's Office

10/22/2020

Date