

## Wildland Deployment Team Overtime Rolodex and Backfill Rules

Purpose: Create a list for fire response (Brush Trucks, Tenders, and ARFF), and a list for EMS (Paramedics and EMT's)

Each list will be governed by the same rules. Where every call is for a period of up to 14 days, and there is on average 10 days of overtime in a given 14 day period, all persons called will have 80 hours of overtime added to their name on the Wildland Rolodex.

With the understanding that not all wildland deployments last the full 14 days, those who accept the call, are deployed, and return home before the full 14 days will have their time (total overtime worked) added in the rolodex, or reduced to the total amount of overtime earned. This system will mirror the system already in place for the transport rolodex (A canceled transport results in only the crew that accepted the transport having their hours reduced).

Two lists will be created and maintained. A Fire Apparatus List as well as an EMS Single Resource List. The Fire Apparatus List will be divided by rank with wildland qualifications listed (FFT1, Engine Boss, Task Force Leader, Strike Team Leader, etc.) Trainee level will also be noted on this list. The EMS List will be divided by certification level. Hours will not be shared between lists. The lists are to be divided to provide all personnel an equal chance to receive experience and training on fire apparatus that deploy to wildfires. This will give opportunities for persons to open and complete task books without needing to wait for priority to be given to the first apparatus deployed (explained later in this proposal).

This format for two lists is proposed, without sharing of hours between the lists, as no other viable option was seen to ensure paramedics received an equal chance at deploying on a fire apparatus. It is not meant as a way for paramedics to "double-dip". Other options are still willing to be considered to improve on this system. A single list was considered, but it is feared that the list will separate much as the Firefighter/Paramedic Overtime Rolodex has separated out.

Priority will be given to Trainees with an open task book on the first suppression unit deployed; however, once a unit is deployed with a Trainee, the rolodex will be followed, without preference given to Trainees, on the consecutive units deployed until the first unit (the one with priority given to a Trainee) has returned. Then priority will be given to Trainees again. Priority will only be given to Trainees on one unit at a time to ensure all are given opportunity to be deployed while still providing a path to advancement.

All vacancies in the manning created by deployments will be back filled with overtime. Whenever possible, priority will be given to the rank of the individual deployed as long as no standing contractual rule is violated. (i.e. if a Captain is deployed, Captains will be given preference (the Captain's list will be called first) for being hired back for the vacancy as long as there is no member working out of classification). All deployed positions will be filled first by the

rank of the individual deployed and then, if it is not filled, it will be opened to all positions based on the needs of that particular day. The standard backfill overtime rules will apply.

Should an individual be deployed as a single resource (from the EMS List) and be in the position where he/she is offered a deployment on a fire apparatus, the individual in question will have 80 hours added to their total on the Fire Apparatus List. The inverse applies as well, meaning, should the name of an individual deployed on a fire apparatus be in a position that he/she is offered a deployment as a single resource from the EMS List, the individual in question will have 80 hours added to his total on the EMS List.

At the beginning of the calendar year (January 1), all hours accumulated will be reset to zero (0), while maintaining the order in which the members of the WDT were on it on December 31. Any new members to the WDT will be added to the bottom of the list at this time.