

Overtime Rules for 2025

SPECIFICS

In order to equalize overtime hours in each rank of the fire department, overtime will be offered to employees using an hours offered program that calculates an employee's opportunity to work within their established rank. This system will be used for all non-emergent overtime.

RULES

Employees will be allowed one (1) phone number in the system

Sick call-ins or employees going home sick are considered non-emergent

Calls will be made from lowest to highest accumulated hours

All hours, greater than two (2) will be entered in as hours offered

Employees called will have the hours offered added to their total regardless if they accept/deny/miss the hours offered if it is greater than two but less than 12.

If 24 hours of overtime is available, an employee will be allowed their choice of available overtime shifts (24 hours or 12 hours (0800-2000 or 2000-0759)).

Employees that are offered 24 and only accept 12 will receive 12 hours offered in their bank. If an employee is getting called for 24 and does not answer they will only be charged for 12. Same rules apply for those on deployment.

Hours offered will be added to their total if an employee is offered overtime outside their primary rank and accepts the overtime

Employees off on AOD, long term sickness/injury/other absence will have offered hours added to their total as if they had received a phone call

Lists will be compiled January 1st of every year for optional lists (event, wildland, transport) if you drop off the list you will have to wait until the following Jan 1st. Those that choose to drop off the list will then be placed at the bottom of the list if they choose to rejoin.

Employees that were not on a list in the previous year will be averaged in.

New employees hired after Jan 1st can join a list and will be averaged in.

DO NOT ADD HOURS

Any overtime that is emergent in nature

Employee is on Travel Status

Employee is already working and will violate the ninety-six (96) maximum hours worked policy

Employee is on a trade for that same period

If an employee is offered overtime outside their primary rank and denies the overtime

If an employee is forced back to work, hours will be given back previously charged hours offered for that shift.

NEW EMPLOYEES/PROMOTIONS/DEMOTIONS/MEDICS

New firefighters will be averaged in with firefighter/EMTs regardless of their EMS level. When a firefighter is approved to run independently as a paramedic, they will be averaged with all firefighter/paramedics. If a firefighter/paramedic becomes a firefighter/EMT, they will be averaged with all the firefighter/EMTs.

When an employee is promoted to Driver Operator or Captain, they will be averaged with all employees in that rank. Employees who demote will be averaged with all the employees in their new rank.

PLACING NEW MEMBERS INTO A LIST OR RANK

To simplify the averaging process, employees will be averaged by how many employees are on a list, not hours. For example, if there are currently 20 employees on the list, the average would be 10.5. A new employee would be placed number 11. If multiple employees are added to a list they would be placed 11,12,13 etc. To determine where employees land with multiple people joining a list it will be based on seniority. Most senior will be at the lowest ranking.

FORCING EMPLOYEES TO WORK OVERTIME

The employee with the lowest seniority in the required rank or certification will be forced back to work overtime in the event that no employee voluntarily accepts the overtime. Once an employee is forced back they will be placed after the most senior employee in that rank or certification, being last to be forced back again. Force back seniority list will reset on January 1st of every year. Force back list will be kept on the Crew sense. No employee will be forced back out of their rank.

All reasonable efforts will be made to avoid forcing employees back to accept overtime.

AMBULANCE TRANSPORTS

Employees who voluntarily sign up for the Transport Ambulance will be entered into a separate overtime list from the regular callback overtime list.

The automated crew scheduling system will manage the call back list and perform the call back of AB crew whenever possible. Each person on the transport call back list will provide 1 phone number to be called or notified.

The following list outlines the hours to be offered to employees when calling back for Ambulance transports for certain destinations. Best judgment will be used in offering hours to employees for an Ambulance transport that is not going to a predetermined location.

Twin Falls – 8 hours

Boise – 11 hours

Salmon – 9 hours

Jackson – 7 hours

Afton – 7 hours

Logan – 8 hours

Brigham City – 8 hours

Ogden – 8.5 hours

Salt Lake City – 10 hours

Provo – 11.5 hours

WILDLAND

Deployments:

Employees who voluntarily sign up for the deployment list will be entered into a separate overtime list from the regular callback overtime list. Employees must meet eligibility requirements for deployments as set forth by the Idaho Falls Fire Department. Hours offered will be added to their total if an employee is offered overtime from the regular callback overtime list during their deployment.

WILDLAND DEPLOYMENT TEAM OVERTIME ROLODEX AND BACKFILL RULES

Only one list will be utilized for wildland deployment consisting of approved wildland team members.

Where every call is for a period of up to 14 days, and there is an average of 10 days of overtime in each 14-day period, all persons called will have eighty (80) hours of overtime added to their name on the wildland rolodex.

With the understanding that not all wildland deployment will last the full 14 days, those who accept the call, are deployed and returned prior to the full 14 days will have their time added to the rolodex to reflect total time worked. This will mirror the system in place for the current transport rolodex. (i.e. a canceled transport results in only the crew that accepted the transport having their hours reduced).

Required position for a crew or apparatus to deploy (Engine Boss) not able to be filled by represented team members due to unavailability or declination of deployment offer may then be filled by qualified exempt team members.

Any member who is deployed with a “team” or as a “specialty” position will have those hours added.

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 if no standing contractual rule is violated. Understanding that the department needs will be filled first prior to hiring back position for position.

All deployed positions will be filled first by the rank of the needs of that day and the standard backfill overtime rules will apply.

At the beginning of the calendar year (Jan. 1), hours accumulated will be reset, zeroing all hours while maintaining the order of the personnel.

OVERTIME RULES REVIEW

These rules will be reviewed and agreed upon by Local 1565 Presidency and the Fire Chief November of every year. These overtime rules will be in place until December 31st 2025. If the rules cannot be agreed upon by January 1st then the current rules will remain in place until both parties can agree.