

MEMORANDUM OF AGREEMENT

BETWEEN

DLA Installation Management San Joaquin Fire Department

AND

AFGE Local 1546

FOR

Article 21 – Overtime

SECTION 1) An established overtime list(s) will determine which employees will be offered overtime. The overtime will be assigned on a rotational basis. This list will be established according to seniority (SCD). The employee at the top of the list will be offered the overtime first. If that employee declines, then the next employee on the list will be offered the overtime. The names of the employee(s) assigned to work the overtime will rotate to the bottom of the list only after the employee has worked a minimum of nine (9) overtime hours. The employer agrees to maintain and post an accurate record of all overtime offered and worked.

SECTION 2) Once an overtime situation is known, supervisors will contact persons for overtime within a reasonable timeframe. Once the overtime is accepted, the overtime list will be updated to reflect the hours offered and the employee(s) working the overtime. Supervisors will publish an updated Ops Scheduler prior to the start of the shift each Monday. Employees wishing not work overtime may be removed from the unscheduled overtime list; this however does not remove them from the mandatory list or exclude them from being called back to duty during times of an emergency such as earthquake, flooding, terrorism and/or the Commanding Officer base wide action.


SECTION 3) Employees that are contacted for overtime must decide to work or decline the overtime within the time limits set forth by the on-duty supervisor.

SECTION 4) Employees on annual leave may volunteer for overtime so long as the overtime is offered during their regular day off and not on a day in which that employee would have otherwise worked. Unless the employee requests to be removed from the voluntary overtime list that employee is eligible to work voluntary overtime regardless of leave status.

SECTION 5) The following applies to Fire Inspectors RNO:

- a) Each Fire Inspector will be assigned one regular 24-hour RNO. Absent management's determination for a mission need, RNO's will be limited to one Fire Inspector assigned per RNO. Selection of RNO will be based on Service Computation Date (SCD).
- b) Fire Inspectors will not change their RNO without prior approval from their immediate supervisor, the on-duty Assistant Chief, or the Fire Chief if their immediate supervisor is unavailable.
- c) Fire Inspectors may request to change their RNO if that shift falls on an approved federal holiday IAW applicable procedures and is subject to approval. If the request to change their RNO is not able to be approved, the inspector may request annual leave to cover the time off.
- d) The employer agrees to make every reasonable effort to provide the employee two (2) hours' notice prior to mandating an inspector to cover beyond their administrative duty day. However, in situations when this is not possible (i.e., unexpected callouts or emergencies), the employer reserves the right to assign work as necessary to ensure mission requirements. If the employee is given under 2 hours' notice, in extreme circumstances, the employee being requested to stay beyond their normal duty day will be granted 15 minutes to get their affairs in order due to the unexpected burden, if requested. In accordance with DLAI 6055.06, emergency response personnel are authorized to obtain meals when not given an opportunity to properly plan on-duty meals due to unscheduled overtime or other contingencies. When they are mandated to stay over to fill an emergency situation, they will have the option of adjusting their schedule to make the mandatory stay over their weekly 24 hour shift.

For the Union:

 11/22/24

AARON HARRISON Date
National Representative, AFGE Division

For the Agency:

ALI.KHALID.IMTIYA Digitally signed by
AZ.1174038038 ALI.KHALID.IMTIYAAZ.1174038038

KHALID ALI Date
Chief, Security and Emergency Services

HERMAN.DAVID.J.115534 Digitally signed by
6317 HERMAN.DAVID.J.1155346317

DAVID J. HERMAN Date
Chief, Fire and Emergency Services