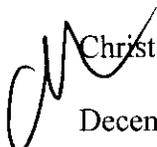




Memorandum

19 West Flagler Street ♦ Suite 220 ♦ Miami, Florida 33130
Phone: (305) 375-1946 ♦ Fax: (305) 579-2656
visit our website at www.miamidadeig.org

To: Herminio Lorenzo, Director
Miami-Dade Fire Rescue Department

From:  Christopher Mazzella, Inspector General

Date: December 30, 2008

Subject: OIG Requested Status Report from the Miami-Dade Fire Rescue (MDFR)
Department Concerning Controlling the Number of Consecutive Hours
Worked by Firefighters, Ref. IG07-57

The Office of the Inspector General (OIG) is in receipt of your letter dated December 12, 2008 (attached), which serves as the OIG's requested status report from MDFR on the issue of controlling the number of consecutive hours worked by firefighters. The OIG appreciates MDFR's direct responses to each of our three areas of concern and, as such, we consider the present matter closed.

Attachment

cc: The Honorable Carlos Alvarez, Mayor
Hon. Dennis C. Moss, Chairperson, BCC Health & Public Safety Committee
George Burgess, County Manager
Alina Hudak, Assistant County Manager
Charles Anderson, Commission Auditor
Denis Morales, Chief of Staff, Mayor's Office
Clerk of Board (copy filed)



Miami-Dade Fire Rescue Department
Office of the Fire Chief
9300 N.W. 41st Street
Doral, Florida 33178-2414
T 786-331-5000 F 786-331-5101

NOTICE TO THE
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December 12, 2008

Mr. Christopher Mazzella
Inspector General
Office of the Inspector General
19 West Flagler Street, Suite 220
Miami, FL 33130

Dear Mr. Mazzella,

The following is a status report, as requested in your final report delivered to Miami-Dade Fire Rescue (MDFR) on October 10, 2008 titled *Miami-Dade Fire Rescue Department's Inability to Control Consecutive Hours Worked by Firefighters in Accordance with Department Policy*.

In the report, you requested that Miami-Dade Fire Rescue provide a status report to address three questions. Each question is addressed below:

Question One:

"Given the Arbitrator's recent decision that MDFR cease and desist enforcement of its policy regarding the number of consecutive hours that a firefighter may work, what action(s) is management taking to ensure that the safety of fire personnel and the public are not placed at risk (MDFR's stated policy justification) by sworn personnel working an unreasonable number of consecutive hours?"

Miami-Dade Fire Rescue has made abundantly clear to the Department of Human Resources that during upcoming contract negotiations, the working of consecutive hours is a priority issue, one that has tied our hands and made it difficult to efficiently operate of this fire department.

Supervisors at Miami-Dade Fire Rescue are responsible for monitoring the mental and physical capability of its employees at all times, as has always been policy. This must be done while observing the Collective Bargaining Agreement Miami-Dade County has with IAFF Local 1403. If at any time a supervisor determines that an employee is unable to perform their job in a safe and professional manner, they are relieved of duty.

Question Two:

"What other actions related to the hiring of overtime assignments is MDFR taking to limit the number of occasions that a firefighter would be working an unreasonable number of consecutive hours?"

ATTACHMENT

The Collective Bargaining Agreement requires that any vacancy be filled with individuals who volunteer and hold the required rank and certifications. Further, the department has trained additional personnel for the different specialties in the field to widen the pool of available personnel to work overtime in those positions when required.

The table below shows the positive changes made in 2008 regarding availability of certified employees. All but one certification had an increase of 23% or more, with Technical Rescue Technician already saturated and able to satisfy their projected staffing needs with limited call for overtime.

Certification	Certified prior to 2008	Certified in 2008	Percent Change
Aircraft Rescue Fire Fighter	457	246	54% increase
Hazardous Materials Technician	212	48	23% increase
Hazardous Materials Specialist	20	5	25% increase
Technical Rescue Technician	334	21	7% increase
Marine Services	438	172	39% increase

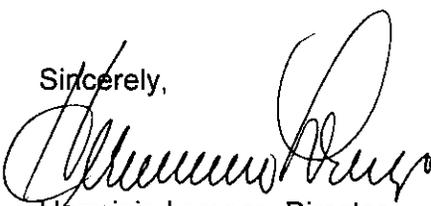
Question Three:

How often has sworn personnel, since July 1, 2008, worked in excess of 48 consecutive hours in a 60-hour period? Please provide summary data showing the number of instances that this has occurred since July 1, 2008.

During the time period requested, July 1, 2008 to present, there have been 150 instances of sworn personnel working in excess of 48 consecutive hours in a 60-hour period. The cause of which is related to a number of different factors, including but not limited to overtime.

The department has been engaged with ongoing improvements and efforts that have been made in order to curtail the hours of overtime worked by some individuals in our organization.

Sincerely,



Herminio Lorenzo, Director
Miami-Dade Fire Rescue