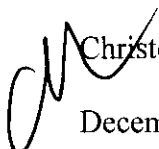


# Memorandum

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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

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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)



NOTICE TO THE  
PUBLIC  
2008 DEC 18 PM 12:07

**Miami-Dade Fire Rescue Department**  
Office of the Fire Chief  
9300 N.W. 41st Street  
Doral, Florida 33178-2414  
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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   |

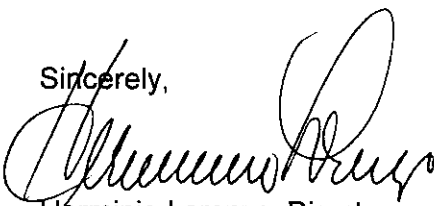
**Question Three:**

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