

MEMORANDUM OF UNDERSTANDING

WHERE AS: The collective bargaining process between the parties of Liberty Township, Butler County Ohio and Liberty Township Professional Fire Fighters, IAFF Local 4394 called for a memorandum of understanding or “MOU” regarding apparatus manning; and

WHERE AS: this MOU is independent of the Agreement and it is not binding upon the Employer. The Employer acknowledges that apparatus manning (fireground company staffing) directly impacts both firefighter safety and the departments overall capabilities to deliver service to the community. The Employer must make efforts to protect and provide for the safety, health and welfare of its employees while being fiscally responsible stewards of the taxpayers.

NOW, THEREFORE IT IS AGREED THAT: Minimum manning for the current department structure of (three stations, with three engines and one aerial tower) on-duty personnel shall be thirteen (13) firefighting personnel. There shall be at least one (1) career lieutenant on-duty as the shift supervisor. (Note: In affect manning is twelve (12) fire fighters plus one (1) fire lieutenant meeting the thirteen (13) personnel minimum.) If manning drops below thirteen (13) personnel, the shift should be filled ASAP. Overtime may be necessary to fill the shifts and shall be filled as indicated in the Overtime MOU established between the parties. Any change to the department structure (increasing apparatus and/or stations), the parties agree that this Manning MOU will be revisited and amended.

IN WITNESS WHEREOF, the parties have set their hands this 31st day of May 2013

IAFF Local 4394





Liberty Township




