

# East Lake Tarpon Special Fire Control District

	<b><i>SOG 103 Managements Rights</i></b>	
	<b>Implementation Date: 11/2000</b>	<b>Revision Date(s): 05/28/03, 02/26/2019</b>
		<b>Reviewed Date(s): 2/05/2019</b>
<b>Forms or Attachments: None</b>		

Except as expressly limited by any specific provision of the Collective Bargaining Agreement, the East Lake Fire District (Fire District) reserves and retains exclusively all its normal and inherent rights with respect to the management of its operations, whether exercised or not, and from time to time re-determine the number, location and types of its various operations, functions and services, including but not limited:

To discontinue the conduct of any operation, function or service, in whole or in part; to transfer its operations, functions or services, from or to, either in whole or in part, any of its departments or other divisions;

To select and direct the working force in accordance with requirements determined by the Fire District;

To create, modify or discontinue jobs; to establish and change working rules and regulations;

To alter, vary or discontinue past practices; to create new job classifications;

To establish and change work schedules and assignments;

To transfer and/or promote employees;

To layoff, furlough, demote, or otherwise relieve employees from work for lack of work, lack of funds, or any other legitimate reason;

To suspend, discharge, demote, or otherwise discipline employees for just cause;

To subcontract; and otherwise to take all such measures as the Fire District may determine to be necessary for the orderly and efficient operation of its various operations, functions and services.

If in the sole discretion of the Fire District it is determined that civil emergency conditions exist, including but not limited to riots, civil disorders, hurricane conditions, similar catastrophes or disorders, or public employee strikes, the provisions of this Agreement may be suspended by the District during the time of such declared emergency, provided that wage rates, overtime, and other monetary benefits shall not be suspended. The time limits for any grievances arising during the declared emergency shall not begin until the conclusion of the declaration, and any grievances

which are in process shall have the time limits tolled for the duration of the emergency. The time for such tolling or extension shall be the time from the declaration of the emergency until the time the Union is notified of the conclusion of the emergency.

It is understood by the parties that every incidental duty with respect to the operations enumerated in position descriptions are not always specifically described and employees, at the discretion of the Fire District, may be required to perform duties not within their position descriptions.

The above rights of the Fire District are not all-inclusive but indicate the type of matters or rights, which belong to or are inherent to the Fire District.

The Board of Commissioners has the authority to determine the purpose and mission of the Fire District and the amount of budget to be adopted by the Fire District.