

2024 CITY OF SAN JOSE – IAFF NEGOTIATIONS

ARTICLE 42 CIVILIANIZATION OF FUNCTIONS

The City has the discretion to civilianize the positions listed below. Sworn incumbents may be transferred as other positions in the same classification become vacant or the City may delay implementation. If sworn incumbents are to be transferred, they will receive a minimum notice of ninety (90) calendar days. The City will give due consideration to the disabilities of employees occupying such positions and will make a reasonable effort to accommodate such disabilities, including the granting of reemployment rights in different job classifications under existing City programs that provide for maintaining pre-existing salary levels. At the City's sole discretion, civilianized positions may be filled temporarily by sworn personnel without the City waiving its right to civilianize such positions.

- 42.1 The City may choose to fill a position that will direct and manage the Development Services Division of the Fire Prevention Bureau, with the job classification and salary range to be determined by the City, but which shall not be represented by IAFF.
- 42.2 The City has the discretion to civilianize the following ~~three~~^{five} (35) administrative positions: ~~Public Information Officer, Facilities Captain,~~ Apparatus Captain, Bond Captain, EMS BLS Captain.
- a. The City has previously had discretion to civilianize the positions: Public Information Officer and Facilities Captain. Effective July 1, 2024, the Public Information Officer and the Facility Captain shall return to sworn Association positions.
- 42.3 The City has the discretion to civilianize the following ~~eight~~^{nine} (89) administrative positions: Staff Captain 1, Staff Captain 2, Staff Captain 3, ALS Captain, CQI/QA Captain, Training Coordinator (Captain), FE Training Coordinator (Captain), Academy Coordinator (Firefighter), ~~Department Safety Officer (Battalion Chief)~~, provided that no sworn employees voluntarily apply for the above position(s) when a vacancy occurs.
- a. The City has previously had discretion to civilianize the Department Safety Officer (Battalion Chief) position. Effective July 1, 2024, the Department Safety Officer (Battalion Chief) position shall return to a sworn Association position. This position shall now be held by a Battalion Chief, who meets the requirements of the Deputy Safety Officer position.