

# East Lake Tarpon Special Fire Control District

	<b><i>SOP 103 Managements Rights</i></b>	
	<b>Implementation Date: 11/2000</b>	<b>Revision Date(s): 05/28/03</b>
		<b>Reviewed Date(s):</b>
	<b>Forms or Attachments: None</b>	

The employee recognizes the prerogative of the Fire Control District to operate and manage its affairs in all respects in accordance with its responsibilities to the citizens of the EAST LAKE TARPON SPECIAL FIRE CONTROL DISTRICT and the powers or authority which the Fire Control District has not officially abridged, delegated, or modified by this Agreement are retained by the Fire Control District. Management officials of the Fire Control District retain the rights, in accordance with applicable laws and regulations, but not limited to the following:

- A. To exercise control and discretion over the organization efficiency of operations of the Fire Control District.
- B. To set standards for service to be offered to the public.
- C. To manage and direct the employees of the Fire Control District.
- D. To hire, examine, classify, promote, train, transfer, assign, schedule and retain employees in positions within the Fire Control District.
- E. To suspend, demote, discharge or take other disciplinary action against employees for just cause.
- F. To increase, decrease, change, modify or alter the composition and size of the work force, including the right to relieve employees from duties because of lack of work, funds and other legitimate reasons which arise.
- G. To determine the locations, methods, means and personnel by which operations are to be

conducted, including the right to contract existing and future work or positions.

- H. To determine the number of employees to be employed by the Fire Control District.
- I. To establish, change or modify duties, tasks, responsibilities or requirements within a job description in the interest of efficiency, economy, technological change, or operation requirements.
- J. To establish, change, or modify the number, types and grades of positions or employees assigned to an organization, unit, department or project.
- K. To establish, implement and maintain an effective Internal Security Practice.
- L. To take any and all such measures as the Employer may determine to be necessary to the orderly and efficient operations of its various operations, functions and services.

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

If, in the discretion of the Fire Chief or Board of Commissioners, it is determined that an emergency condition exists, including but not limited to, riots, civil disorders, hurricane conditions, or similar catastrophes, the work provisions of this Agreements may be suspended by the Board of Commissioners and/or the Fire Chief, for the time of the declared emergency. Wage rates and monetary fringe benefits shall not be changed during this emergency period.

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

The Fire Control District agrees to defend any employee when the employee is sued on any claim arising out of his employment with the Fire Control District and acting within the scope of his duties. The employee agrees to cooperate in his defense.