

**MEMORANDUM OF UNDERSTANDING 2009-10**

**PRE-EMPLOYMENT AGREEMENT**

DECEMBER 2009

In addition to MOU 2001-03, both the Union and BCFR Management enter into this understanding to both clarify and solidify the requirements set forth for the "Brevard County Fire Rescue Wildland Fire Fighter Red Card certification." This MOU does not replace or negate MOU 2001-03, it further enhances and clarifies the intent on behalf of the Union and Management.

The term "Red Card Wildland Firefighter" is defined by BCFR as an employee who has taken and passed the Brevard County Fire Rescue Moderate Pack Test as defined by the State of Florida Division of Forestry.

There are three levels of pack testing established with the following requirements set forth for each:

ARDUOUS PACK TEST: 45 lb. weighted vest, 3 miles, and completed in 45 minutes or less.

MODERATE PACK TEST: 25 lb. weighted vest, 2 miles, and completed in 30 minutes or less.

LIGHT PACK TEST: No weighted vest, 1 mile, and completed in 15 minutes or less.

In accordance with the department's standards set forth, both the Union and Management agree that the following employees will be subject to testing in the following manner:

All personnel hired on or after January 1, 2002 are required to successfully complete the Arduous Pack Test. All employees that were hired on or after January 1, 2002 who have successfully completed the Arduous Pack Test, must successfully complete at a minimum the Moderate Pack Test every year thereafter on a timeline established by the County.

Employees hired before January 1, 2002 are not required to complete the Moderate Pack Testing, unless the minimum requirement levels set forth in MOU 2001-03 have not been met upon completion of annual testing. Payment for completion of the pack test and all other requirements for testing are outlined in the Rank and File Labor Agreement Articles 13.06 paragraph (L), Article 64.03 section (2), and MOU 2001-03.

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Brevard County Fire Rescue

Fire Chief Larry Collins

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IAFF Local 2969

President Michael Zocchi