

## **ARTICLE 25**

### **PERSONNEL REDUCTION**

In the case of a personnel reduction, the rules and regulations of the Civil Service Board and the Policies and Procedures of the City of Key West will be adhered to.

Notwithstanding the provisions of Section 3 (Management Rights), the Employer will make every effort not to reduce or abolish salaries, ranks below the ~~current~~ current manning level for fire protection services noted in Article 35, Section 2 and will, to the extent possible, keep vacancies filled and provide a minimum level of staffing of paid professional firefighters equal to or greater than the ~~current~~ current budgeted level in place for fire protection services prior to the commencement of ALS Rescue Services in 2015.

The Employer agrees not to contract with other entities for fire protection services unless a state of emergency exists. However, consistent with Article 3, the City shall maintain the management right to subcontract, in whole or in part, the ALS Rescue Services that commenced in 2015, which may result in personnel reductions when the level of ALS Rescue Services is reduced or eliminated by any such subcontract. The Employer agrees not to organize, train nor utilize a volunteer firefighter unit in an attempt to reduce, replace or augment the current bargaining unit.