



GREATER NAPLES FIRE RESCUE DISTRICT MEMORANDUM

25-035

DATE: June 5th, 2025
TO: Operations Personnel
FROM: Forrest Campbell, District Chief
SUBJECT: October 2025 Station Bidding

In accordance with Article 54, personnel shall utilize the following procedure for the upcoming station bidding process:

NOTICE – Station 74 will be in the bid rotation this year. Anyone bidding for Station 74 shall be a float until the opening of the station.

All employees with a completed time-in-service of one year or more shall be afforded the opportunity to bid for their station location based on Time-in-Rank seniority, followed by Time-in-Service seniority. Bidding shall occur in August and take effect on October 1, 2024. When bidding station location (per Article 54.01):

1. Battalion Chiefs will bid first, and do not affect any subordinate positional bids.
2. Station Captains will bid second, one Station Captain per station house identified regardless of shift. Those stations are: 21, 22, 71, 72, 73, and 74.
3. Lieutenants shall bid third,
4. Driver-Engineers will bid following Lieutenants,
5. Firefighters will bid last, the only consideration being to ALS Program requirements.
 - a. Firefighters assigned to Station 21, Station 70, and Station 73 will be rotated onto the squads while working at these stations.
 - b. The shift's senior firefighter shall remain at Station 21, Station 70, and Station 73 when movement is necessary that causes the squad to go out of service unless qualifications dictate otherwise.

The district has identified the following requirements, excluding Battalion Chiefs, at the stations listed below:

1. USAR (73) and MERT (60 and/or 90) coordinators and assistant coordinators shall be assigned to the special team identified station(s). If the coordinator and assistant coordinator are the same rank on the same shift, only the coordinator shall be assigned to the station.
2. All stations are ALS and shall be filled by seniority first. Once bidding is complete, at least one ALS personnel shall be assigned to each station.



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3. Retention of ALS capabilities at stations are outlined below:
 - a. Stations 22, 23, 60, 61, 71, 72, 73, and 90 require ALS and shall require the movement of personnel, at the discretion of shift supervisor(s). If there is a third medic at a station, the least senior personnel in the lowest rank will be moved where needed first. If there is not a third medic at a station, the second will be moved, with the lowest senior personnel moving first. If required due to lack of personnel, overtime will be called to fill the ALS requirement.
 - b. All other stations are required to remain ALS capable unless no extra ALS personnel are available at other stations. The movement of personnel to have these units remain ALS will be required, however, overtime to fulfill this is not required. If there is a third medic at a station, the least senior personnel in the lowest rank will be moved where needed first. If there is not a third medic at a station, the second will be moved, with the lowest senior personnel moving first.
 - c. Once the determination has been made that a station will not be ALS for the shift, only the following are stations may become BLS:
 - i. 75
 - ii. 24
 - iii. 25
 - iv. 20
 - v. 70
 - vi. 21
4. MERT stations (60 and 90) shall have preference in bidding. Both stations shall always have a minimum of 2 MERT team members assigned daily and shall require movement of team personnel, at the discretion of shift supervisor(s). MERT members assigned to 60 and 90 will have the expectation of training future candidates of MERT.
5. USAR station (73) shall have preference in bidding. Station 73 shall always have a minimum of two (2) USAR team members assigned daily and shall require the movement of team personnel, at the discretion of the shift supervisor(s). USAR members assigned to Station 73 will have the expectation of training future candidates of USAR.
6. Once the officer and the engineer bids have been completed and the needs for ALS at the MERT and USAR stations have not been filled, ALS firefighters who also have MERT or USAR qualifications shall have preference at the respective stations.



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All employees that do not get assigned a station, either due to their positional seniority, by their own request, or failure to turn in a bid by the assigned date per position, shall be assigned as a “float” on their respective shift. All employees assigned to a station shall remain at their assigned station for the year, unless a rebid occurs due to promotion, retirement, etc. All stations shall have their positional assignments filled with an assigned personnel member.

Station bid submittals shall begin August 1, starting with battalion chiefs, captains and lieutenants, continuing until firefighters have been completed, no later than August 31st. There will be three positional bid periods during August, which will be as follows:

1. Battalion Chiefs, Captains, Lieutenants – Email assigned shift BCs starting on August 1, 2025 @0800 until August 11, 2025 @0800
 - a. Captains and Lieutenants shall bid consecutively, with captains having the first choice of bids at stations identified above based off of seniority between shifts, and lieutenants receiving remaining stations based off of seniority on their respective shifts.
2. Engineers – Email BCs starting on August 11, 2025 @0800 until August 21, 2025 @0800
3. Firefighters – Email BCs starting on August 21, 2025 @0800 until August 31, 2025 @0800

Any bids received outside of the outlined timeframe above will not be accepted.