

## THE RISK OF "NO BID"

This article titled "The Risk of No Bid" will assist officers in the art of selecting a watch for the 2014 calendar year. The selection process continues to be problematic for some members in understanding the "No Bid" selection. There are indeed risks involved in placing a "No Bid" on your selection form. **Please Read the Department Notice titled Annual Watch, Furlough Selections, Vacation Schedules and 2014 Operational Calendar, prior to completing your watch selection form.**

Over the years, there have been a number of officers who decided to place a "No Bid", hoping their Commander would take care of them and assign them under the Department's percentage to a desirable watch. In some cases the old saying, "Promises are made to be broken" rang true. Looking forward to the 2014 selection process, all officers should be cautious in placing a "No Bid" selection because they will be at the mercy of the Department. In essence, you have opted out of the selection process and are telling the Department they may place you where ever they choose. There are no guarantees to a "No Bid" selection. There is a guarantee when your watch is selection by seniority. For example: a less senior officer who may have wanted and had been promised 2<sup>nd</sup> watch thought he/she would be given the 2<sup>nd</sup> watch assignment if a "No Bid" was selected ends up on midnights but could have achieved a more desirable 3<sup>rd</sup> watch assignment by seniority if only his /her 2<sup>nd</sup> choice had not been a "No Bid" selection, but rather, 3<sup>rd</sup> watch.

The Department will soon release a listing of how many positions will be filled by 80% seniority and how many positions will be filled by the 20% Department's discretionary assignment. This will be posted for each watch. Taking a look at the number of positions and where you sit on the seniority roster can give you a good idea on what watches you can select by seniority. We caution you that if you place a "No Bid" as your second choice, you should have received some prior assurance from the Commander that he/she will use his/her 20% to place you. You should also understand the risk of the "No Bid", and how it will effect you.

If you have any questions regarding the risk of "No Bid", please check with your Watch or Unit Representative, if further information is needed, please contact the Lodge at 312-733-7776 and ask for Saul Del Rivero.

## INSTRUCTION FOR FILLING OUT A WATCH SELECTION FORM

On a Watch Selection form, you have four choices that can be made: 1<sup>st</sup> Watch; 2<sup>nd</sup> Watch; 3<sup>rd</sup> Watch; and No Bid. Although there are risks of placing a "No Bid" choice (see the article entitled "The Risk of No Bid") it remains a choice for you to make.

Officers should make their choices by prioritizing the watches, with the most desirable watch being designated as your first choice, followed by your next desirable selection, etc. Officers should complete all four choices, but may not select the same watch for all four choices. Submitting a selection form in which all four choices indicate the 2<sup>nd</sup> watch is not only the wrong way to fill out the form but if you don't have enough seniority to achieve a 2<sup>nd</sup> Watch seniority assignment you have just opted out of the selection process and will be placed on a watch designated by the Department. **Use each selection once and only once, ie: 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and No Bid.**

Here are a few examples and scenarios which I hope will assist you in deciding how to use the "No Bid" choice. The Lodge is recommending that you use the slots (which are effectively empty) after your "No Bid" choice to indicate to your Commander what your preferred watch is.

**EXAMPLE #1:** I am an officer who, although I do not have enough seniority to get on the 2<sup>nd</sup> watch, am confident (really, really confident) that the Commander will use the Department's 20% to place me on the 2<sup>nd</sup> Watch. I made out my form:

**1<sup>st</sup> Choice: 2<sup>nd</sup> Watch    2<sup>nd</sup> Choice: No Bid    3<sup>rd</sup> Choice: 3<sup>rd</sup> Watch    4<sup>th</sup> Choice: 1<sup>st</sup> Watch**

**EXAMPLE #2:** I am an officer who, although I do not have enough seniority to get on the 2<sup>nd</sup> or 3<sup>rd</sup> Watch, am desperately trying to avoid the midnights and all I can do is hope and pray the Commander may use his/her 20% on me but I can at least indicate to him/her my preferences. I made out my form:

**1<sup>st</sup> Choice: 2<sup>nd</sup> Watch    2<sup>nd</sup> Choice: 3<sup>rd</sup> Watch    3<sup>rd</sup> Choice: No Bid    4<sup>th</sup> Choice: 1<sup>st</sup> Watch**

**EXAMPLE #3:** I am an officer who knows positively that the Commander is not going to use his/her 20% on **ME**. I made out my form:

**1<sup>st</sup> Choice: 2<sup>nd</sup> Watch    2<sup>nd</sup> Choice: 3<sup>rd</sup> Watch    3<sup>rd</sup> Choice: 1<sup>st</sup> Watch    4<sup>th</sup> Choice: No Bid**

Officers, think wisely before submitting your Watch selection form, your decision may be with you for the full year, also use each choice selection ( 1<sup>st</sup> w, 2<sup>nd</sup> w, 3<sup>rd</sup> w, or no bid) only once. Using any of them twice will not get you that selection.