

GROOM CREEK FIRE DISTRICT

**PROPOSED 48/96 SHIFT SCHEDULE
&
PROPOSED STAFFING POLICY**

BACKGROUND

- **Spring 2011 Budget Workshop**
- **Concessions**
- **Trades**

48/96

1 2 3 4 5 6 7

8 9 10 11 12 13 14

15 16 17 18 19 20 21

22 23 24 25 26 27 28

29 30 31

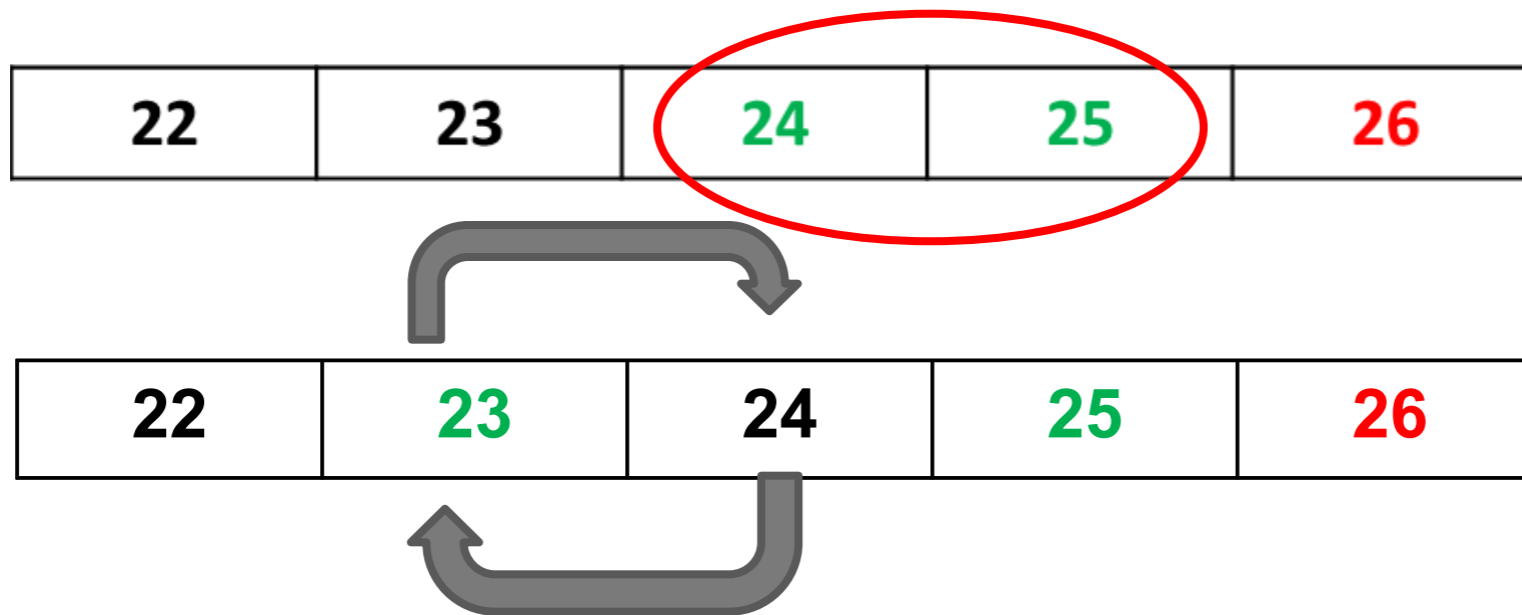
WHY 48/96

Potential to offset concessions

- Side work
- Easier vacations
- More family time
- Money saved

48/96 CONS

- No more 6 days
- Christmas conflict



- 48 hours away from family.

Our Ideas...

- **Now through December 2011**
- **January 2012- June 2012**
- **June 6th 2012**

GOALS

Purpose:

To provide clear parameters regarding :

- Minimum Staffing
- Shift Holdover
- Allowable Hours Worked
- Shift Trades

To adapt to our ever changing situations and work toward a policy that will help our organization as a whole.

DEFINITIONS

- **Shift**
- **Tour**
- **AWOL**
- **Reserve Firefighter**
- **Volunteer Firefighter**
- **Duty Chief**

MINIMUM STAFFING

- **Station 41**
- **Qualifications**
- **ALS**
- **Duty Chief**

SHIFT HOLDOVER

- **Proper relief**
- **Hold over considered overtime, trade time, comp time?**
- **Disciplinary action**

ALLOWABLE HOURS

- **72 hours without approval**
- **96 with Chief/ Duty Chief approval**
- **Mitigate the extended hours.**

Why do we need extended hours?

- Reliance on trades
- Limited personnel for trades
- Low call volume
- Compared to a 14 day wildland assignment.

SHIFT TRADES

- **Accountability for agreed trades**
- **WILL NOT affect minimum staffing**
- **Documentation**
- **Compensation**
- **Partial or full shifts**
- **Prevent 72 hours +**
- **How many from one shift?**
- **No additional expenses to the District.**
- **Sick days and trades.**

In Conclusion

- Big change with 48/96
- Thinking ahead
- Working together to make the best decisions for our Fire Department, our people, and our community.