



San José Fire Department “48/96” Work Schedule Pilot Program Quarterly Report

**Public Safety, Finance, and Strategic Support
Committee**

Thursday, April 19, 2018

Item (d) 4



“48/96” Work Schedule Pilot Program

- Agreement with IAFF, Local 230 on May 5, 2016 on terms regarding the “48/96” work schedule pilot “48/96” Pilot Program effective January 1, 2017
- Pilot Program has a term of two years
- Changes the line staff work tour from:
 - 72 hours of three 24-hour shifts with 24 hour off-duty periods between each shift and 96 hours off between tours, to
 - 48 consecutive hours with 96 hours off between tours
- Total hours per year worked remain the same (2912/year)



Work Schedule Comparison

Previous
“3’s & 4’s”

JANUARY 2016						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1(A)	2(C)
3(A)	4(B)	5(A)	6(B)	7(C)	8(B)	9(C)
10(A)	11(C)	12(A)	13(B)	14(A)	15(B)	16(C)
17(B)	18(C)	19(A)	20(C)	21(A)	22(B)	23(A)
24(B)	25(C)	26(B)	27(C)	28(A)	29(C)	30(A)
31(B)						

“48/96 Pilot”
Schedule

JANUARY 2017						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1(C)	2(A)	3(A)	4(B)	5(B)	6(C)	7(C)
8(A)	9(A)	10(B)	11(B)	12(C)	13(C)	14(A)
15(A)	16(B)	17(B)	18(C)	19(C)	20(A)	21(A)
22(B)	23(B)	24(C)	25(C)	26(A)	27(A)	28(B)
29(B)	30(C)	31(C)				



"48/96" Pilot Program Metrics

(a) Overtime Costs	(b) FLSA Compensation
(c) Relief Personnel	(d) Sick Leave
(e) Vehicle Accidents	(f) Employee Injuries
(g) EMS/Patient Care	(h) Near-Miss Occurrences
(i) Employee Removal for Fatigue	(j) Mandated Compliance
(k) Station/Equipment Maintenance	(l) Turnout Time
(m) Fire Prevention Inspections	(n) APA Completion
(o) NFIRS & PCR Completions	(p) Residency Data
(q) Absence Rates	(r) Disability Costs

Overtime Drivers



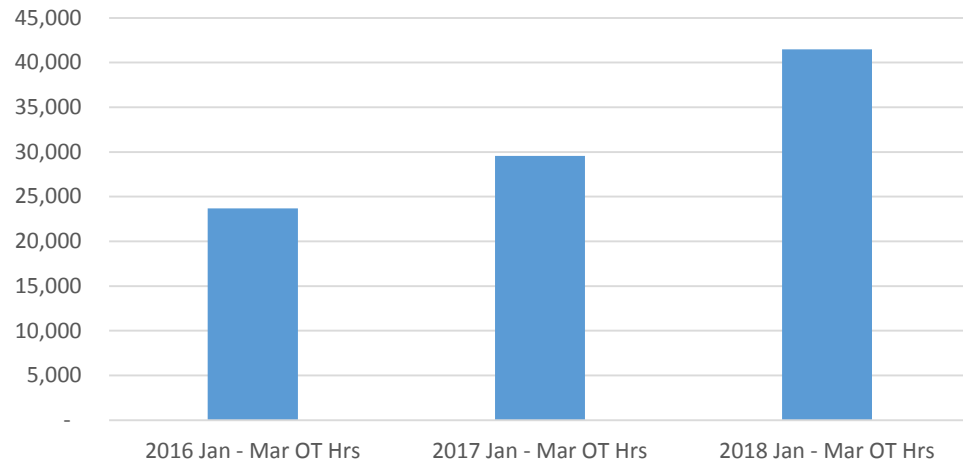
Increased Deployment Levels (+ minimum staffing positions)

- Added Resources (ex: Engines 30, 34, 35)
 - Augmented Staffing Levels (ex: Red Flag, Flood, Fireworks)
 - Mutual Aid Deployments (ex: Sonoma/Napa, Ventura, Hurricanes)
-

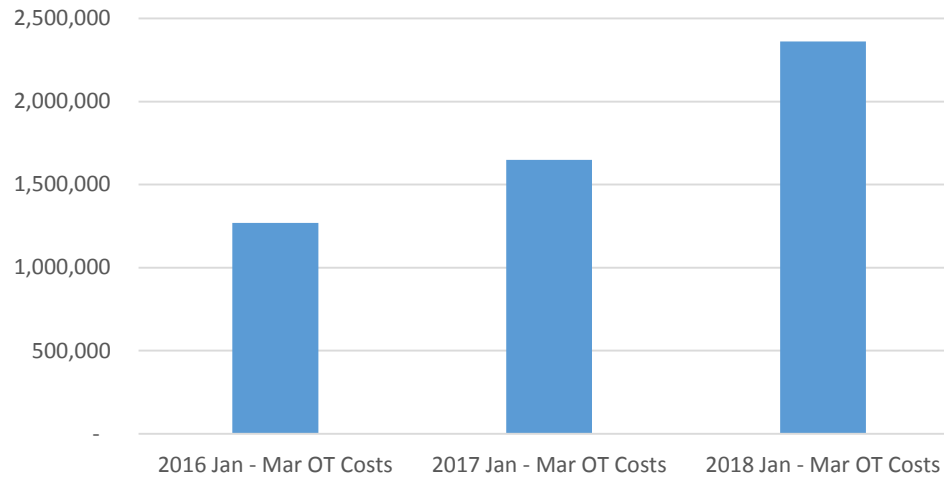
Decreased Available Personnel (- on duty firefighters)

- Position Vacancies (No employee in budgeted position)
- Training (Personnel assigned to 40-hour academies)
- Disability & Modified Duty
- Vacation Leave
- Sick Leave
- Family Medical Leave

Overtime Hours (a.1.)



Overtime Costs (a.2)



Overtime Drivers



Increased Deployment Levels

Pilot schedule has no direct relationship to either driver

- Same number of shifts (ABC)
 - Same number of scheduled shifts/hours
 - Personnel assignments unchanged
-

Decreased Available Personnel

Overtime Drivers

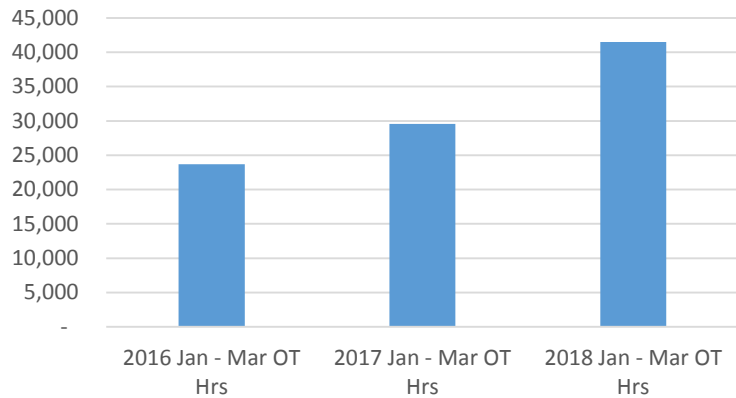
Possible Pilot Program Relationship



Decreased Available Personnel (- on duty firefighters)

- Position Vacancies (No employee in budgeted position)
- Training (Personnel assigned to 40-hour academies)
- Disability & Modified Duty (f, r)
- Vacation Leave (q)
- Sick Leave (d, q)
- Family Medical Leave (q)

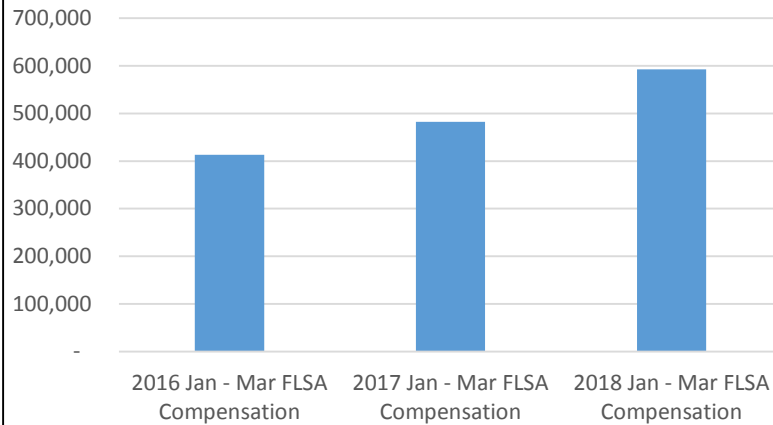
Overtime Hours (a.1.)



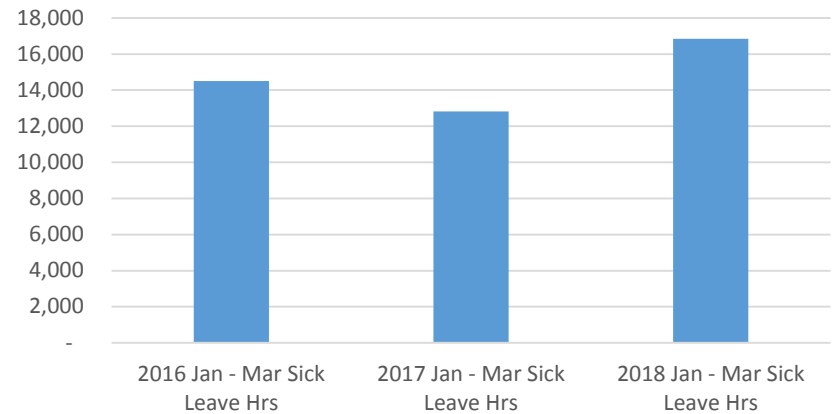
Overtime Costs (a.2)



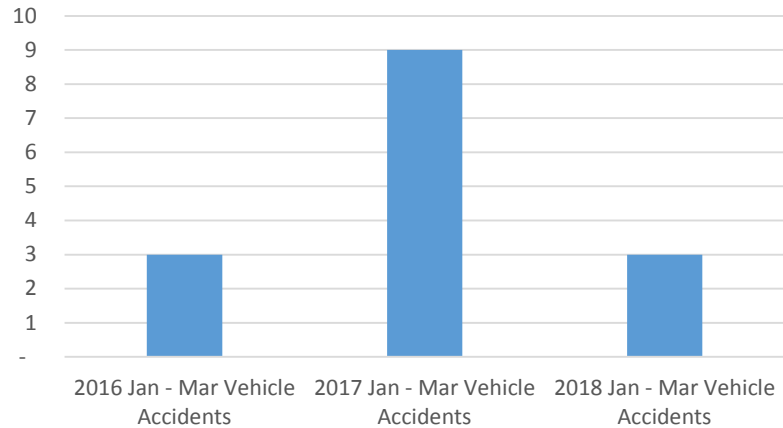
FLSA Compensation (b.)



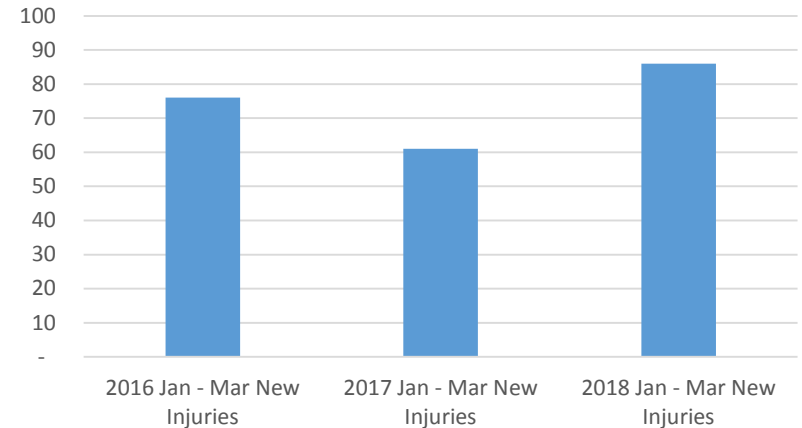
Sick Leave Hours (d.)



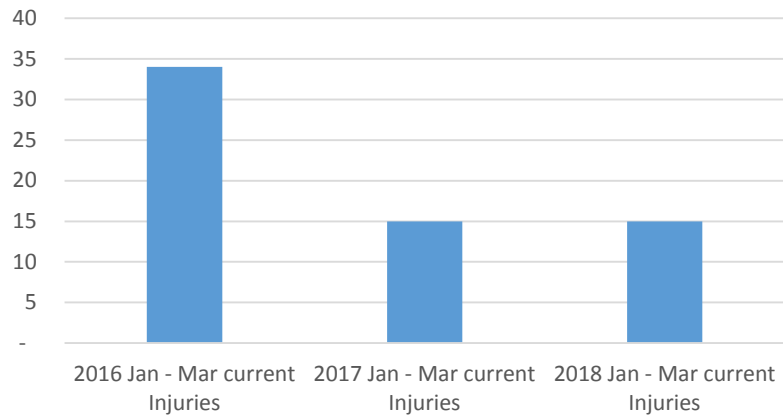
Vehicle Accidents (e.)



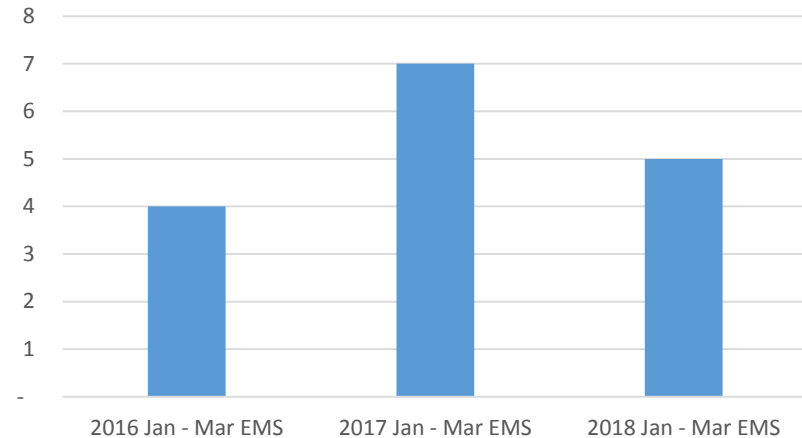
New Reported Injuries (f.1.)



Lost Time Injuries (f.2.)



EMS/Patients Care (g.)



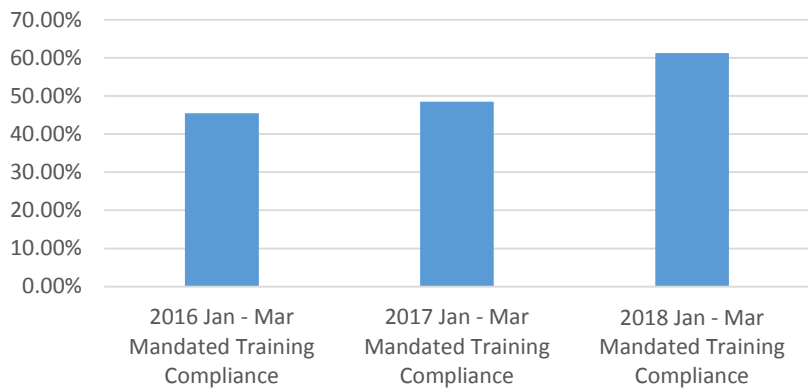
Near-Miss Occurrences (h.)



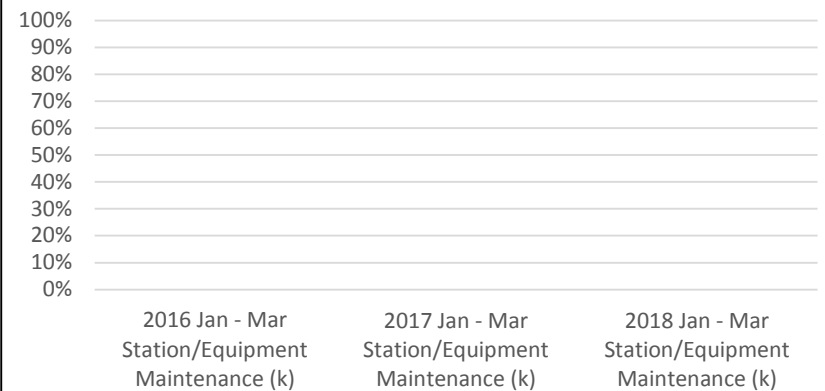
Employee Removal for Fatigue (i.)



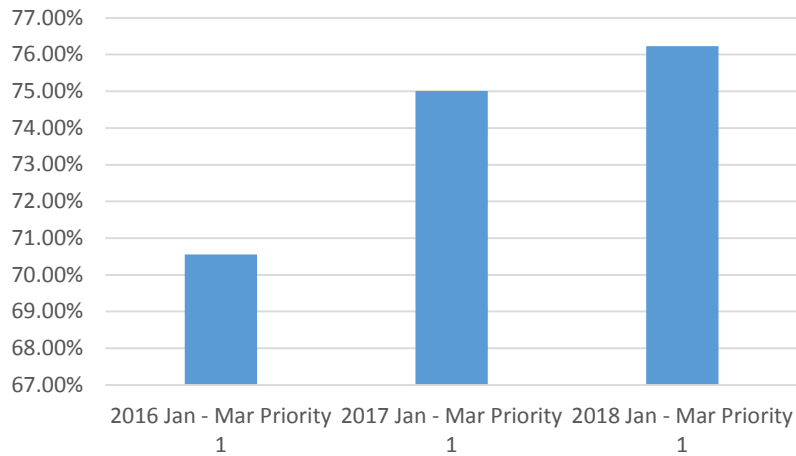
Mandated Training Compliance (j.)



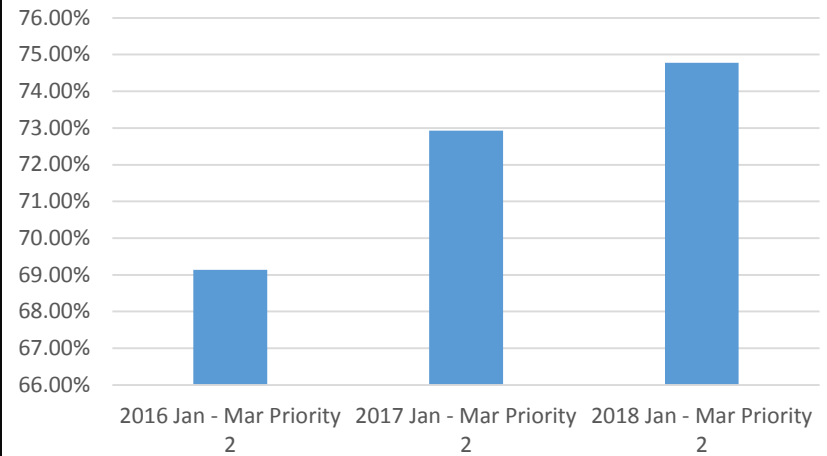
Station/Equipment Maintenance (k.)



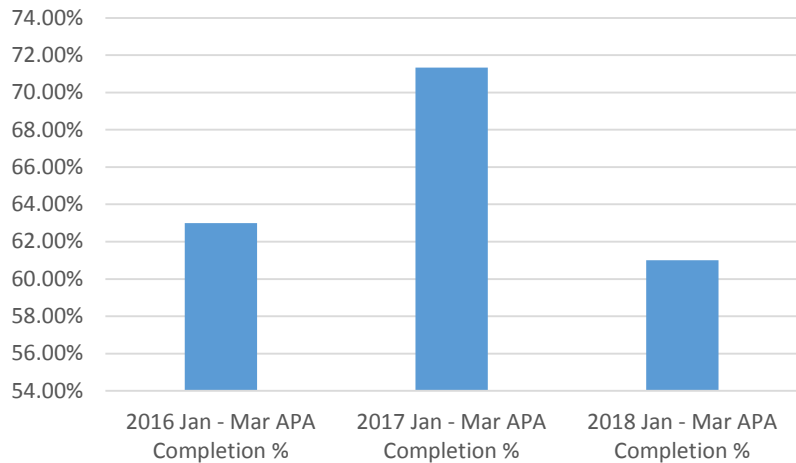
Turnout Time (l.1.)



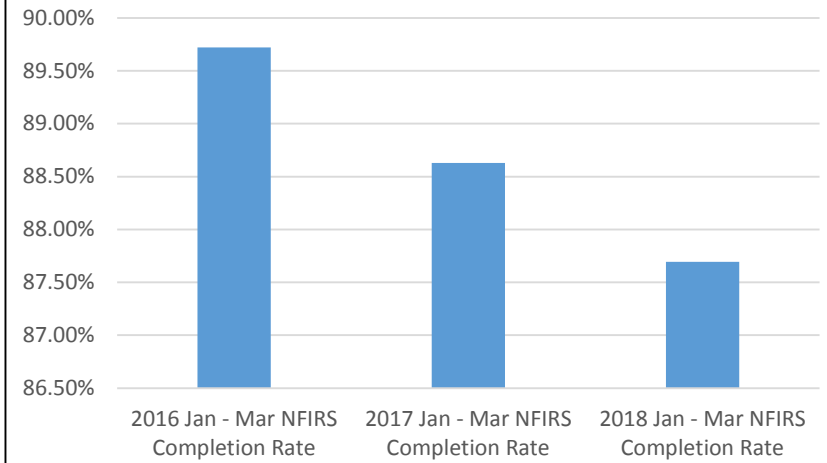
Turnout Time (l.2.)



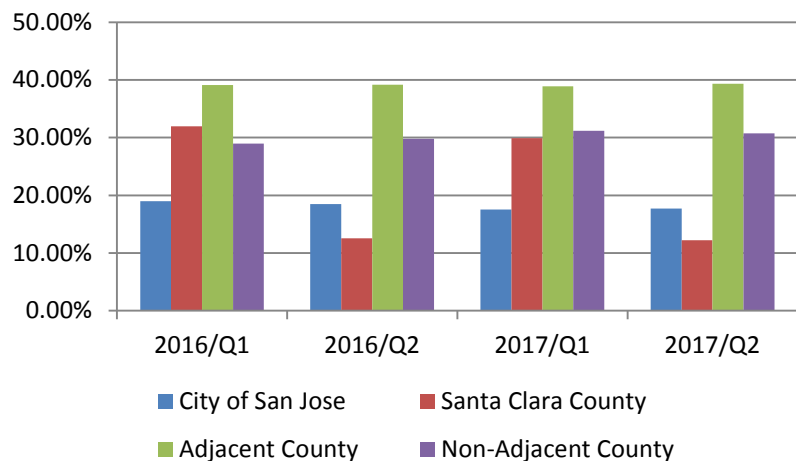
APA Completion (n.)



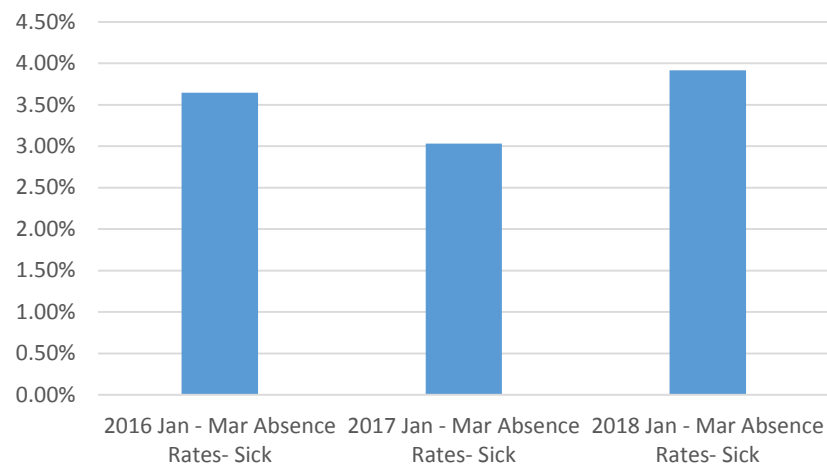
NFIRS Completion (o.)



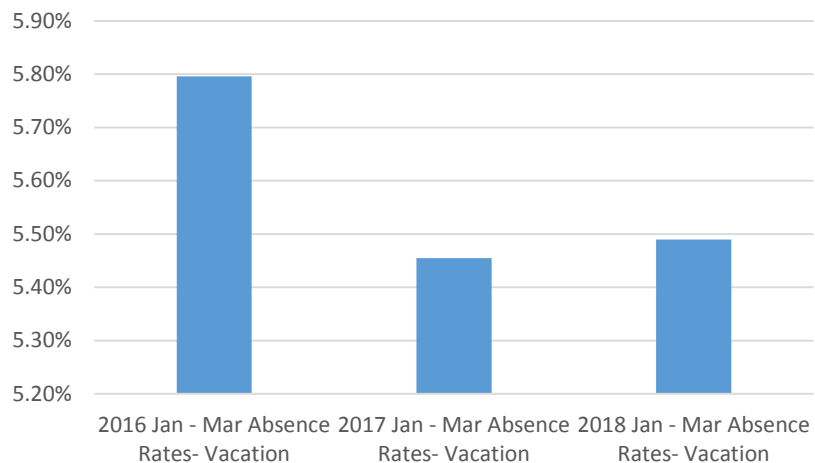
Residency (p)



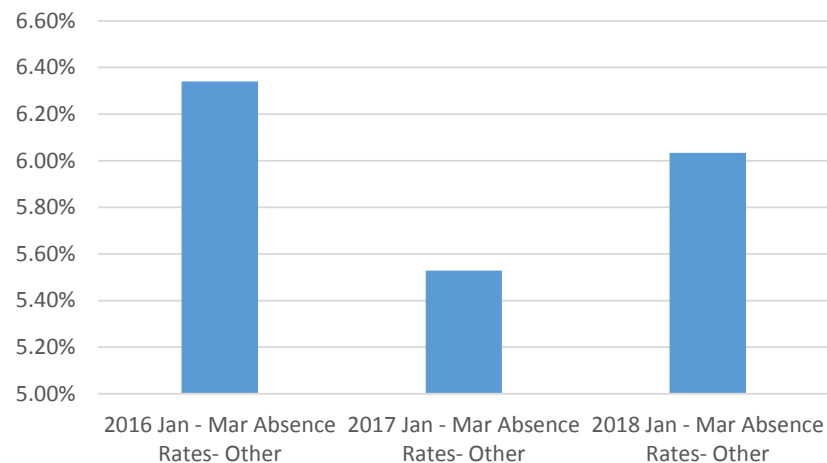
Absence Rates- Sick (q.1.)



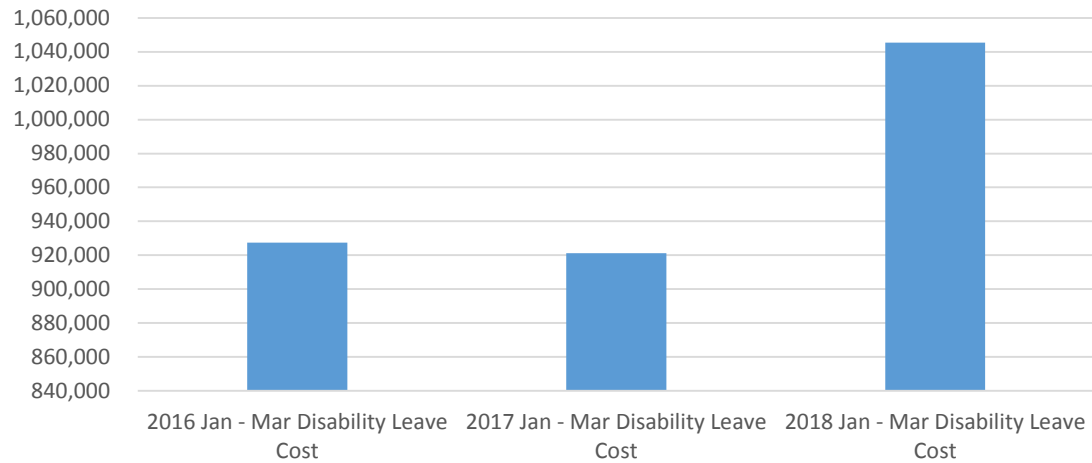
Absence Rates- Vacation (q.2.)



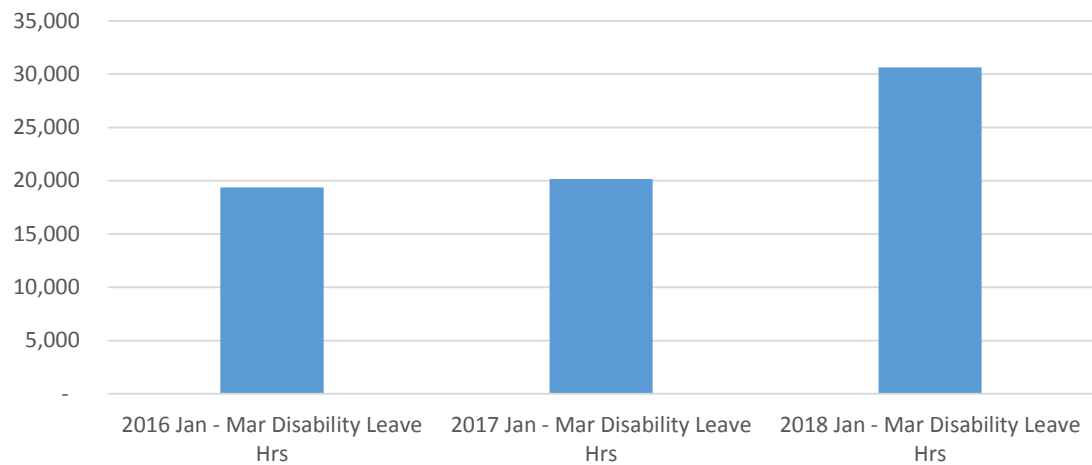
Absence Rates- Other (q.3.)



Disability Leave Cost (r.1)



Disability Leave Hours (r.2)





Questions?

Thank you.

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