

The Proposal

It is proposed that:

The GCFD enact a trial period the 48/96 work schedule to begin on January 1st when "B" shift returns from 4 days off. The trial period will continue for 6 months. At the June staff meeting, the 48/96 schedule will continue only with a majority vote of shift personnel. If it is voted that we revert back to the 4/4/6 schedule, the schedule will continue on a date deemed appropriate by the chiefs and shift personnel.

At any time, the administration, or firefighters, may cancel the trial period.

What departments are saying about the 48/96

Avondale Fire –

- Had 51% vote when they went to trial
- 90% acceptance vote after trial period
- Overall very positive experience
- Noticed more of the "back to basics" firehouse behavior. Examples were eating more meals together, more camaraderie, more "crew time"
- Noticed less of the "nit picking" issues around the kitchen table – basically a more comfortable work environment. Positive increase in morale.
- Departments have reported a noticeable increase in morale since switching schedules.
- Firefighters have reported an increase in quality time spent with family.
- Firefighters are cutting their fuel expenses in half.
- Less driving exposure to firefighters during work commutes.
- Departments have actually reported a decrease in long term fatigue.
- Chiefs are claiming increased productivity. You only have 2 days to get your duties done. You can't put it off until the 4th day of the tour.
- Many departments have reported a decrease in used sick time.

Statistics Of Our 3 Personnel Who Commute

	4/4/6	48/96
Miles Driven*	8088/year <i>Equivalent of driving Prescott to Seattle, to New York, to Miami, and back to Prescott.</i>	4044/year
Time Spent Commuting*	348 Hours/ Year	174 Hours/ Year
Money Spent On Gas (Based on 8/31/11 average gas price of \$3.68/Gal and average MPG of 15)	\$1,985.33	\$992.67

*Miles Driven & Time Spent Commuting calculated using Google Maps.

48/96 CONS

- No Six Day
- The very rare potential of working December 24th & 25th

(Solution to this problem below)

Su	M	T	W	Th	F	Sa
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				

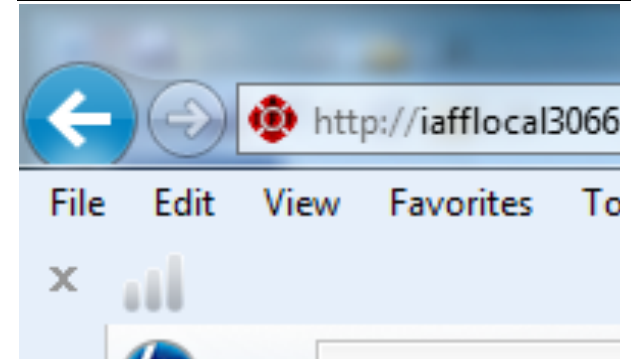
- Away from the family for 48 hours.
 - According to a San Jose Firefighters report, one of the biggest concerns initially voiced by personnel was being away from home two days at a time. However, this same report found that for those who worked the 48-96 schedule, this concern was much less significant than originally thought. The majority found that the schedule, in fact, creates more family time overall.

Groom Creek Fire District

48/96 Trial Period Proposal

"I've been here a long, long time so I was a skeptic, but it's proven me wrong. I don't know if it's having the four days down or what, but the guys come back to work energized."

- Chief Steven Rosenthal
Ferguson Fire Dept., Clayton, MO



In 2006, a study was conducted by St. Anthony's Hospital regarding Oakland Fire Department's Change to the 48/96 schedule.

Key Findings

- The members slept more on average post change.
- Members felt that when compared to the old shift, the 48-96 shift interfered significantly less with leisure activities, household activities, and non-household activities like secondary employment.
- The majority of families liked the 48-96. They noted that the shift made it much easier to do special projects around the home, participate in leisure time activities, take personal time for themselves, and spend time together as a family.
- Very few families reported being adversely affected by the shift change with regard to changing to less satisfactory child care arrangements, elder care arrangements or visitation rights.

Why 48/96?

FACTS ABOUT 4/4/6 SCHEDULE:

- 10 Shifts Per Month
- Weekends off (Sat & Sun) 18 per year
- Weekends Working Both Days – 0
- 15 “Four Days” & 15 “Six Days” Per Year
- Trade 2 days get 5, 8, or 10 days off.
- Mornings at home (Not traveling to or from work)
– 120 per year

“Working 48/96’s gives us an opportunity to spend more time with family and plan

FACTS ABOUT 48/96:

- 5 Shifts Per Month.
- Weekends off (Sat & Sun) 27 Per Year
- Weekends Working Both Days – 8
- 60 “Four Days” Per Year (This Averages more than one four day per week!)
- Trade 2 days, Get 10 or 6 days off
- Mornings at home (Not traveling to or from work)
– 180 per year

Why Groom Creek Should Consider 48/96 Trial Period

- **Morale**
 - A tour only lasts 2 days and then we would have 4 straight days to focus on non-work related priorities.
 - Having this many large breaks between shifts will reduce “Burnout”.
- **Family Life**
 - This will allow us to have more weekends to spend with kids who are in school during the week, as well as loved ones who work regular Monday through