

CONSULTATION

UNION: SPAFF

Number: 00-12

DATE REQUESTED: 04/20/00

BY: Union

ISSUE/PROBLEM: FIRE DEPARTMENT REQUEST TO CHANGE SHIFT ROTATION

DATE OF MEETING: MAY 11, 2000

ATTENDEES:

UNION

CITY

DEPARTMENT

Rick Feinberg

Julie Upman  
Kevin Moloney

Chief Jim Callahan  
Asst. Chief Bill Jolley

This consultation was requested by the Fire Department April 20, 2000. The consultation was held on May 11, 2000 at Fire HQ.

Chief Callahan explained that there were three shifts each working 24 hours on and 48 hours off. This rotation caused B shift members to work two Christmases every four years while the other two shifts only worked one Christmas in four. B shift was also required to work on a disproportionate share of other holidays during the four-year cycle. He recognized that at least two thirds of the firefighters were satisfied with the arrangement but he would like all shifts treated the same way. He wants to rotate the shifts but does not want to incur any additional payroll costs. Chief Callahan would like to take a poll of the effected employees and would not implement a change if a majority were opposed. In response to a question from Julie, Chief Callahan explained that there was no rationale for shift assignment. Individuals were haphazardly assigned to shifts and there were no requests by individuals to change their shifts.

Assistant Chief Jolley explained that the Tampa Fire Department resolved the problem by rotating the shifts each leap year. He introduced a calender showing the impact of a rotation if it was done every leap year on September 30. Instead of 24 hour shifts, both A and B shifts would both work 12 hours on September 30 and B would only have a 24-hour break instead of the normal 48-hour break. As a result, over the two-week pay period, A shift would have worked 12 hours less, B shift would work eight additional hours and C shift would work an additional four hours. If there was to be no additional pay roll costs A shift would be paid for 12 hours not worked and both B and C shifts would not be paid for time worked. September 30 was selected because it was the end of an R day cycle.

Rick Feinberg recognized the problem but was of the opinion that many B shift members had enough seniority to get the holiday if they really wanted it. He personally supported the rotation plan but was not willing to commit the Union. He explained that he did not think that a poll was a good idea. If it was known that a majority opposed the plan, it would be very difficult to impose it. He suggested that the Chief consider an education campaign before any poll was