

FEB 10 2004

Memorandum
St. Petersburg Fire & Rescue

[Handwritten signature]
[Handwritten initials]

To: Fire Chief J. Callahan
From: District Chief James O. Wimberly *jo*
Date: June 1, 2000
Subject: Holiday Shift Change

I've surveyed B shift personnel as instructed regarding your proposal to adjust our holiday shift schedule. The vast majority were strongly in favor of making the adjustment. Only a few were undecided or neutral.

Interestingly, a number of my personnel were agreeable to waiting until February 29, 2004 (Leap Year) to make any adjustments in our work schedules. They concluded that the proposal would be more palatable to the other shifts if there was sufficient time to plan for the change.

Additionally, by waiting until February 29, 2004 the city would have time to negotiate with the labor union to pick R-days at the beginning of the calendar year in conjunction with annual vacation picks. This may help to lessen the impact changes to our work schedule will have on R-days chosen to coincide with specific F.L.S.A. work cycles.

The delay in making adjustments to work schedules would also allow the city sufficient time to develop a changeover plan that would be as fair and equitable as possible for all involved.

Personally, I'm a little hesitant to recommend changes to our work schedule for this calendar year. Too many of our people will be adversely effected possibly having a negative impact on moral.

Our Mission:

To promote, protect, and improve the health, safety, and welfare of the citizens of our community.