

MEMORANDUM
St. Petersburg Fire & Rescue

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AUG 27 2003
BY: *[Signature]*

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TO: Winthrop M. Newton, Union President

FROM: James K. Callahan, Fire Chief

[Signature of James K. Callahan]



DATE: August 25, 2003

SUBJECT: Proposed Shift Rotation

In response to your letter dated 8/13/2003, I want to share some important information with you. The Shift Rotation was proposed several years ago and agreed to by Local 747. The goal is for department-wide parity and does not relate directly to any specific holiday. When this issue was brought forward originally, I personally spoke with many firefighters from all shifts and found that they were in favor of the change, but preferred a couple of years to work out schedules and calendars. It was agreed to wait until 2004 to implement. This change provides equality for all shifts. Per your request, the following information is provided.

The shift rotation is scheduled to occur in February of 2004. The start date is Wednesday, February 25th, 2004. To start, the C Shift will work their normal 24 hour shift on the 24th. Then:

- C Shift holds over on the 25th for 8 hours.
- B Shift comes in at 1600 and works until 2400 hours.
- A Shift comes in at 0001 on the 26th - works 32 hours.
- B Shift reports at 0800 on the 27th and starts normal 24 hour shifts - B is now working C shift days.
- A Shift will receive 8 hours of overtime, B and C receive none.

The process is detailed below for clarification and easier reading.

2/24/04	C	0800 - 0800	24 hours
2/25/04	C	0800 - 1600	8 hours
	B	1600 - 2400	8 hours
2/26/04	A	0001 - 0800	8 hours
	A	0800 - 0800	24 hours
2/27/04	B	0800 - 0800	24 hours
2/28/04	C	0800 - 0800	24 hours
2/29/04	A	0800 - 0800	24 hours

The cost for the 8 hours of overtime is estimated to be \$15,000 at the most.

Please let me know if we can be of further assistance in assisting the membership through this process.

Our Mission:

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