

48/96

Presented by the 48/96 Committee

What is a 48/96 schedule?

A 48/96 schedule would mean we work for 2 days on shift and then have 4 days off.

We Currently have a California swing schedule, this is a (24 on, 24 off, 24 on, 24 off, 24 on, 96 off).

With a 48/96, we would continue to have three shifts, with the same number of personnel on each shift. It would not change the number of hours/days worked by each employee, or the wage/compensation. It would only change the configuration of the scheduled days.

Benefits for the City/Fire Department

- **Decreased usage of sick leave:**
 - Pacifica FD (CA) **20% reduction**
 - Minneapolis FD **34% reduction**
 - Manhattan Beach FD **80% reduction**
 - Half Moon Bay FD **10% reduction**
 - West Metro FD **28% reduction**
- **Increase in retention:**
 - Increases crew continuity
 - Firefighters questioned after switching have stated that crew cohesion and continuity increased after switching to 48/96. This could help to increased retention of new hires by helping them to feel more a part of the community.

Benefits for the City/Fire Department

- Increased recruitment
 - **Recruitment:**
 - Many new FF / Medics coming into the field have their choice of departments and a 48 / 96 schedule is something they are looking for.
 - We would be the first department in the area to switch to 48/96 making us more attractive to prospective applicants. The nearest department that has it is Appleton Fire.
 - After talking to chiefs on departments who have switched to a 48/96 they have noted that they have had an increased in applications after switching to 48/96.
 - SAFER AC Eric Lang said applications went from 2-3 applicants per posted position, to 8-9 applicants after adopting the 48/96 schedule, he also stated that they have people who travel from an hour or more away and only work there because of the schedule.
 - Wausau Deputy Chief Justin Pluess (formerly Wisconsin Rapids Fire) They never had an issue hiring qualified applicants after implementing 48/96.

Benefits for the firefighters

- A better work/life balance
- Increased number of weekends off
- Health benefits for members
 - There are 2 different types of fatigue
 - Short term - a number or consecutive hours worked without adequate rest
(Many work 48 hour shifts or more already with overtime and trades)
 - Long term - an accumulation of fatigue that is built up over days, weeks, sometimes year.
 - Short term fatigue is less detrimental to overall health when compared to Long Term. Long term fatigue can lead to increased risk of Hypertension, Cardiac Disease and Stroke.

Comparing the California Swing Schedule to 48/96

	California Swing	48/96
4 Days off	40 per year	60 per year
Mornings at home	120 per year	180 per year
Saturday + Sunday off	17 per year	26 per year
Working one day of the weekend	35 per year	17 per year
Sat & Sun working	None	9 per year

How would a schedule change affect daily tasks

- **Fire Inspections:** Switching to the 48/96 schedule would have no negative effects on the department's business inspection program and may improve it. We would work the same amount of days a year, however having 2 days back to back would allow us to have more flexibility to schedule inspections to get them done in a more timely manner.
- **Training:** Working two consecutive days would allow crews to make up training on the second day if unable to complete drills on the first day. Some departments have reported improvements in training because of greater crew continuity and cohesion.
 - "Training hours at Wis. Rapids FD double after the implantation of 48/96."
(Deputy Chief Pluess)
- **Communication:** Less shift changes leading to less missed information and better accountability.
 - Follow through with equipment repairs/maintenance.
 - Easier to complete tasks (2 days to work on them in case of interrupted).

Other departments who currently use a 48/96 schedule

- LaCrosse Fire (7300 calls with 4 stations, 27 staff no transport)
- Wausau Fire (6951 calls with 3 stations, 22 cross staffed)
- West Bend Fire (5100 calls with 3 stations, 15 cross staffed)
- SAFER Fire District (3605 calls with 2 stations, 8 cross staffed)
- Merrill Fire (2328 calls with 1 station, 7 cross staffed)
- Wisconsin Rapids Fire (4950 calls with 2 stations, cross staffed)

- Manitowoc Fire Rescue (6083 calls with 4 stations, 16 cross staffed)

all staffing numbers are full staff

Additional information

- When polled after a trial run most departments are at 90% approval or above in favor of continuing the schedule.

Concerns brought to our attention by firefighters

- How would Holiday / Vacation picking change?
 - It wouldn't have to change other than referring to a 2 day swing instead of a 3 day swing
- Sick time and "Calling off sick"
 - It would be expected that you are coming back for the second day of your shift and if you are not it is up to you to call in again (only calling off for 24 hours at a time)
- Mandation
 - The Standby recall has been working to reduce the amount of mandations (none since its implementation)
 - If a mandate were to occur we could mandate the first 24 to the offgoing crew and the second 24 to the oncoming crew.
 - if the mandation happened on B then A would hang over for the first 24 and C would get mandated for the second 24
- What happens if we run all night?
 - Other departments that have adopted 48/96 allow additional time in the morning of the second day to rest and recover prior to their normal daily duties getting done. It is up to shift commander's discretion. (this would have to be worked out prior to adopting 48/96)

References

Perry, Ga presentation:

[3627607b118d2e2b982e518999a4f4b7.pdf](#)

Provo, Ut proposal:

[Provo Utah Proposal | 48-96.com](#)

Sacramento, Ca feasibility study:

[Microsoft Word - Metro Fire Feasibility Report](#)

Scientific study on the effects of a 48/96 on moral and fatigue:

[Organizational Impacts of Changing Work Schedules from 24/48 Hour Shift to a 48/96 Hour Shift](#)