

# 66-Hour Workweek Implementation Plan

## Department of Forestry and Fire Protection (CAL FIRE)

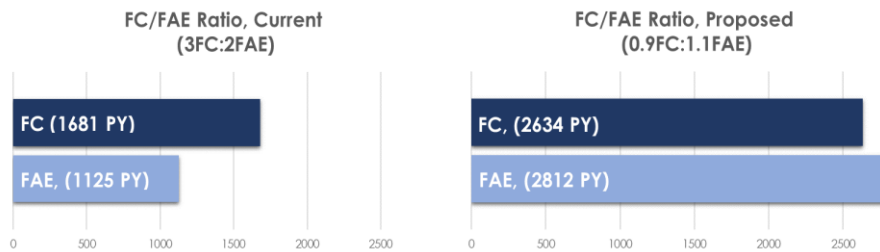
### Proposal

The Department of Forestry and Fire Protection (CAL FIRE) requests \$198.9 million (\$197.1 million General Fund, \$1.5 million Reimbursements, and \$243,000 Special Funds) and 338 positions starting in fiscal year 2024-25, and \$770.4 million (\$756.3 million General Fund, \$12.2 million Reimbursements, and \$1.9 million Special Funds) and 2,457 positions ongoing. This plan will be phased in over five years, reducing the duty week from 72 hours to 66 hours as ratified in the 2022 Bargaining Unit 8 Memorandum of Understanding (MOU) between the State and CAL FIRE Firefighters Local 2881.

### Background

This plan was developed in preparation for the 66-hour workweek implementation, slated to begin November 1, 2024, as specified in the 2022 Bargaining Unit 8 MOU. The Department accounted for systemic considerations which if unaddressed would likely compromise the successful implementation of the plan.

These systemic considerations, identified below, include the imbalanced ratio between the Fire Apparatus Engineer (FAE) and Fire Captain (FC), relief personnel shortage, and the challenge of developing the plan within the reality of a fire year.

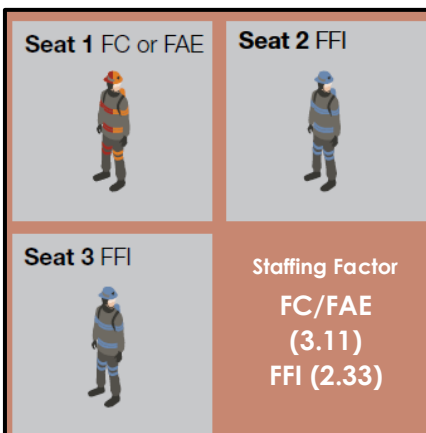


In the process of developing the plan, co-benefits of the workweek transition from 72 hours to 66 hours emerged through the mechanism for correcting the FC to FAE ratio imbalance.

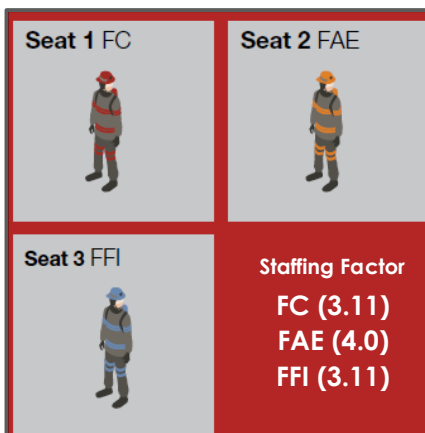
### Systemic Considerations

- Close gap between Fire Captain and Fire Apparatus Engineer
- Current staffing paradigm is incompatible with 66hr workweek
- Maintain Vacancy/Training/Leave/Disability backfill capability
- Provide for administrative support staff for programmatic support of additional firefighting personnel
- Provide sufficient training capacity to implement plan and keep pace with normal attrition (promotions/retirements/voluntary separations)

### Legacy Staffing Model



### Proposed Staffing Model



### Key Concepts

#### Fire Captain (FC) to Fire Apparatus Engineer (FAE) Ratio

- FAE is the feeder rank to FC
- Current: 3FC:2FAE
- Proposed: 0.9FC:1.1FAE

#### "Traditional" Staffing

- Shift to 1FC, 1FAE, and 1 FFI or FFII per engine
- Staffing model built per fire engine as opposed to per station in legacy model

#### "Platoon" Scheduling

- Engine companies rotate on and off shift as a Unit
- Currently CAL FIRE staffs with 2 platoons with one relief day per week
- The 66-Hour workweek requires a third platoon

#### Mentoring and Succession

- Three echelons on the same engine, allow for intensive mentoring from Firefighter through Fire Captain

#### Schedule/Workweek Parity

- Key component of recruitment and retention.
- Incremental step towards industry standard workweek

#### Contract County Proportion

- Proportionate funding for the protection of State Responsibility Area in Marin, Kern, Santa Barbara, Ventura, Los Angeles, and Orange Counties

#### Staffing Factor

- The number of personnel required to staff each post covered position seven days per week
- i.e. A Fire Captain position requires 3.11 Fire Captains to ensure seven day per week coverage

#### Daily Minimum Staffing

- The number of personnel required to staff a fire apparatus per day

#### Apprenticeship

- FAE's must complete 36 months of apprenticeship prior to being eligible for promotion to FC

#### Promotional Track

- The promotional track for rank and file in the firefighter classification series is:
  - Firefighter to FAE
  - FAE to FC
  - FC to Battalion Chief (BC)

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### Plan Elements

- Plan phased in over five years
- Plan built from foundation of existing initiatives (Relief BCP, Direct Mission Support, and Crews BCPs) plan integrates with the multi-year implementation of these initiatives
- Plan includes 9 Personnel Months per FFI to reduce dependence on annual one-time staffing enhancement requests, consistent with May 2023 LAO report.
- Proportionate increase in Contract County funding
- Increase in administrative staff required for programmatic support of additional firefighting personnel
- Multi-year training plan and development of additional training center
- Technical Services staff and special repairs funding
- Emergency response vehicles, utility vehicles and fleet support to keep fire apparatus operational
- *Unit level training capacity to facilitate increase in apprentices*

### Co-Benefits

- *Decreased reliance on annual one-time fire protection staffing enhancement requests*
- *Surge capacity for large incident support*
- *Overhead capacity/supervision for large incident support*
- *Unit-level training capacity increases*
- *Additional permanent staff will increase base level staffing (i.e. year-round) from 65 to 153 Engines. Creates base and peak staffing levels, removes transition period, and extends aviation contracts to align with staffing levels*
- *Promotions to FAE in traditional staffing may be more appealing to candidates as work will be guided under the leadership of a Fire Captain*
- *Closer alignment to industry standard workweek and schedule/workweek parity*
- *Improvements in firefighter health and wellness*
- *May attract former, previously trained employees, back to the Department who separated for other departments with more attractive workweeks and compensation*

### Challenges

#### *Training capacity*

- Multi-year training plan
- Development and staffing of a fourth training site
- Procurement of additional fire apparatus to support Company Officer Academy courses
- Increasing training output while accounting for normal attrition
- Increasing training capacity at the Unit level to support additional apprentices

#### *Hiring*

- FAE's must complete 36 months of apprenticeship achieving "Journey" status prior to being eligible to promote to FC
- Recruitment of fire service professionals from the broader fire service via open examinations
- Retention of CAL FIRE personnel to prevent loss from voluntary separation

#### *Infrastructure*

- Staffing for longer durations routinely will stress existing infrastructure and will require preventative maintenance and special repairs to sustain operations.

### Outcomes and Accountability

This request will provide for an operationally feasible transition to a 66-hour workweek by accounting for administrative support, vehicle, special repair, and a multi-year training plan essential to the success of the request.

Upon appropriation, CAL FIRE will implement transition to the 66-hour workweek in accordance with the collectively bargained start date (November 1, 2024) ratified in the 2022 BU8 MOU between the State and CAL FIRE Firefighters Local 2881.