

# SFD Overtime Reduction Strategies



October 2022



# Topics



- **Collective Bargaining Changes**
- **Rebound Project**
- **Hiring Plan**
- **Situational Awareness**



# Collective Bargaining Changes

## Section 4 Vacation and Overtime

- The option to take vacation on a trade time owed [is not permissible](#).
- The option to take a vacation on an assigned shift, debit day, or trade time, then work the vacancy back as overtime [is not permissible](#).
- Overtime opportunities shall be [rank for rank](#).

## Section 3 Draft Pay

- Beginning January 1st, 2024, the FLSA work period for Shift Personnel will be defined as a 28-day, 168-hour, FLSA work period for determining overtime hours. Overtime hours will be hours worked over the 168 hours in the FLSA-defined work period, meaning sick days, vacations, and other hours not worked [will not count towards hours worked](#) for purposes of receiving overtime (*Currently, OT is earned immediately, regardless of # of hours worked*)

# Collective Bargaining Changes

## Section 6 Trade Time

- Probationary Employees May trade with other probationary employees. (May reduce calling in sick)

Section 11 Deputy Fire Marshal – Reduced probationary period. (Previously nine months)

## Section 13 Annual Sick Leave Buyback

- Sick leave hours will continue to accrue beyond the annual maximums at the standard accumulation rate. On the final pay period of the fiscal year, the City shall buy back from the employee fifty percent (50%) of all hours accrued above the maximums at their base pay to include longevity and add-to pays. Such payments will be placed on the member's 3<sup>rd</sup> paycheck of the New Year. The buyback process shall reset the employee's accumulation to the maximum for the first pay period of the New Year. (Will reduce sick leave usage)

# Rebound Project



## Spokane Fire Department Savings Estimation

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Year to Date ▼

My Advocate



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**Total Number of Cases**  
27 On duty | 28 Off duty

**55**

**Number of Wait Days Saved**  
Combined days saved from all interventions

**964**

**Total Overtime Savings Estimate** ©  
Estimated cost per backfill/OT shift \$1600

**\$440,685.71**

**Total Cases to MD**

**48**

Rebound Total Days to Initial MD for all cases 179

Rebound Average number of days to initial MD 4

Typical days to initial MD per case 14

Typical total days to initial MD for all cases 672

**Total days saved to initial MD visit 493**

**Total Cases to MRI**

**28**

Rebound Total Days to MRI 252

Rebound Average number of days to MRI 9

Typical days to MRI per case 14

Typical total days to MRI for all cases 392

**Total days saved to MRI 140**

**Total Number of Courtesy Cases**

**23**

**Total Cases to Physical Therapy**

**16**

Rebound Total Days to PT for all cases 95

Rebound Average number of days to PT 6

Typical days to PT per case 14

Typical total days to PT for all cases 224

**Total days saved to Physical Therapy 129**

**Total Cases to Surgery**

**5**

Rebound Total Days to Surgery 98

Rebound Average number of days to surgery 20

Typical days to surgery per case 60

Typical total days to surgery for all cases 300

**Total days saved to Surgery 202**



# Hiring Plan

**2022-1 Graduated 17 new Firefighters**

-17 Week Academy Completed June 10

**2022-2 Started Aug 22 with 21 new Firefighters**

- 17-week Academy will be completed Dec 15

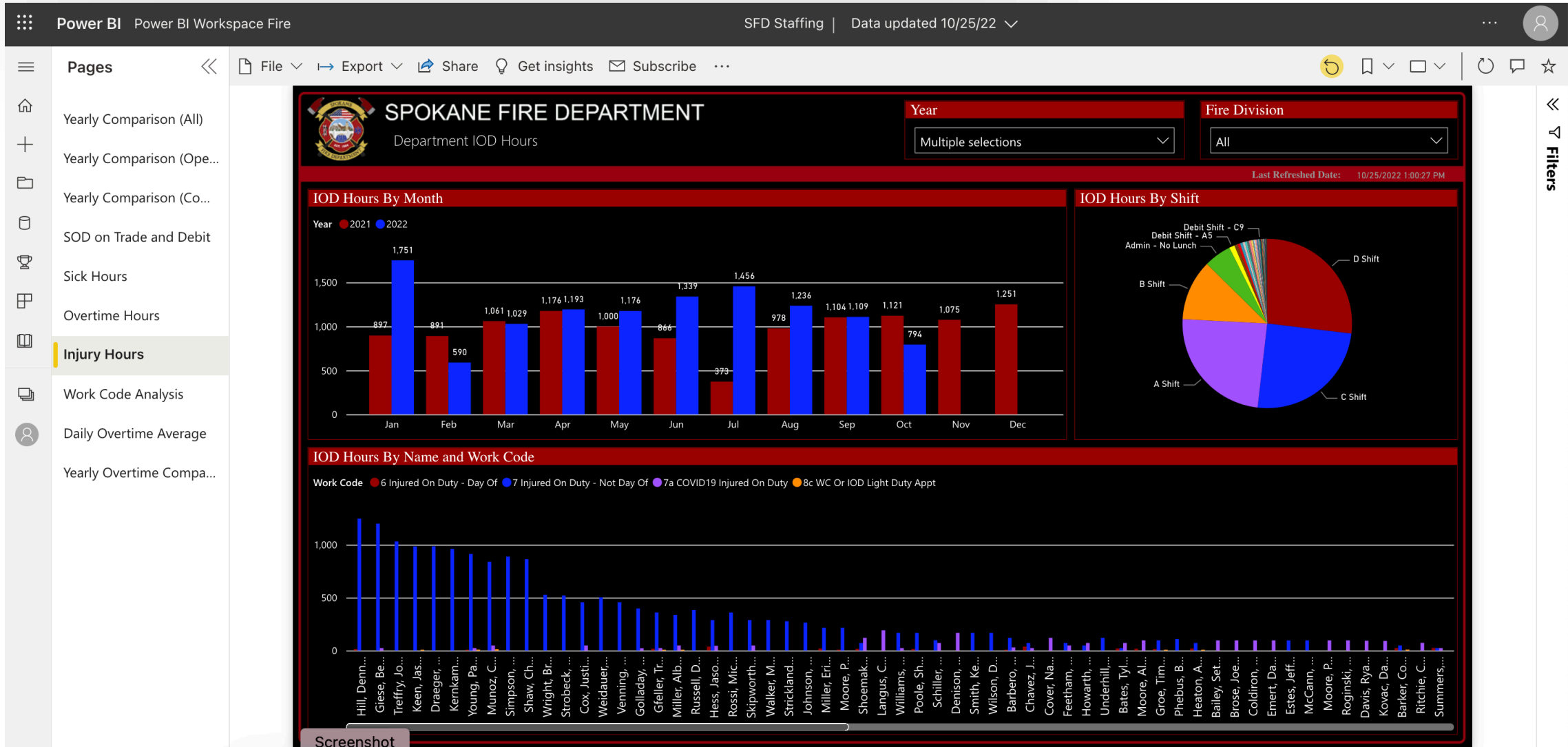
**2023-1 is planned to start Feb 21 and will graduate Jul 21**

**2023-2 is planned to start Jul 24 and will graduate Dec 22**

*\*2023 Academies will include teaching basic EMT as a pilot and will extend the Academy to 22 weeks*



# Situational Awareness Tools



# Questions

