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4 **FC-R-2015-51 – SUB ‘A’**
5 **CUMBERLAND FIRE DISTRICT**
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9 **Resolution: Accept the report of the 3 Platoon Review Committee with the recommendation**
10 **to table indefinitely without implementing.**
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12 Be it resolved by the Cumberland Fire District as follows:
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15 **Whereas,** The following were established as findings of fact:
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- 17 1. The CFD has the legal right to assign any new shift schedule.
- 18 2. CFD has the legal obligation to negotiate the effects of said new schedule.
- 19 3. A 3 platoon, 56 hour work week has many negative effects on the men, moral,
20 duty schedules, family life and many other issues.
- 21 4. Specifically in the areas of:
 - 22 a. Physical
 - 23 b. Social
 - 24 c. Operational
 - 25 d. Psychological
 - 26 e. Cost / Savings
- 27 5. An overview regarding the 3 Platoon Schedule from Commissioner Ouellette:
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29 There is little research presenting information regarding fire departments
30 moving to a 56 hour workweek and the emotional and social implications that
31 occur.

32 Currently, the department is working a 48/120 hour work week, providing
33 firefighters a great deal of time to recover from the impact of the 48 hour
34 schedule, giving members an opportunity to get over time, and spend quality
35 time with their family. A drastic change to a 56 hour work week will have an
36 impact on the social and emotional well-being of the firefighters, causing a drop
37 in morale, and an increase of sick time. Firefighters will also have overtime
38 options, but this will impact the health and wellness of that firefighter who has
39 volunteered for extra shifts.

40 Various research indicates that firefighters are most susceptible to heart disease
41 and cancer. Their longevity is less than the average worker and are frequently
42 out on short term disability. Post-traumatic stress disorder is a common issue
43 across the country, as firefighting is the number one profession for experiencing

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PTSD. They are exposed to horrific scenes, and will self-medicate with alcohol and other drugs. Family life is integral to firefighters, as consistency and support is a predictor for prevention of issues. If we increase the schedule for firefighters, they will lose this needed support. I would suspect that there would be an increase in divorce, problem marriages and more serious family issues. This does not lend to a stable, healthy work environment.

6. Comments from Commissioner Matta:

After serious review and careful Analysis, I have concluded that to implement a 3Platoon System for CFD would extremely disrupt and demoralize the entire Firefighter workforce. In the short run the Department will be faced with a costly and hostile Labor Relations situation adversely impacting Operations.

7. Assuming we were able to drop the roster from 48 men to 36; the community at large has indicated any decrease in manpower would be acceptable by attrition.
8. Assuming that we would have 12 men retire and or leave the CFD employ it would take at least 10 years.
9. Using the attrition rate of 10 years and the current contract language, the cost over the 10 year period to run a 3 platoon schedule averaging a 56 hour work week with 48 men, decreasing to 36 would be at least \$9.5 million dollars.
10. Once hitting the 36 man rate it would take at least 46 years to recoup the \$9.5 million in extra cost before any savings would be experienced.
11. The lone FD to implement the 3 platoon system was shown to have \$1.66 million in extra cost, not the reported \$1.4 million in savings.
12. The CFD has favorable cost comparisons between 5 Rhode Island Departments, 1 Ohio, 1 Texas and two Cumberland first responder departments.
13. That, since the merger vote in 2012 the CFD has saved the Cumberland tax payers at least \$988,541 in reduced man power and increased non-tax revenue.
14. After research it is noted that the CFD is operating in an efficient manner. Having a cost per man, per year, that is lower than four RI departments, one Texas and one Ohio departments. (All comparisons with demographically similar departments.) The CFD also has very similar costing models as the CPD and Cumberland Rescue.
15. After reviewing the rate of inflation the variance between the current budget and what the inflation rate called for is \$281,000 lower in our current budget.

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83 **NOW, THEREFORE, BE IT RESOLVED BY THE CUMBERLAND FIRE DISTRICT AS FOLLOWS:**

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85 **Section 1.** Accept the recommendation of the Personnel Sub Committee to indefinitely table
86 the suggested three platoon schedule system.

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88 **Section 2.**

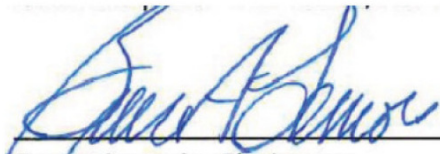
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91 Date adopted: October 27, 2015

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Bruce Lemois, Chairman



Deborah Auclair, Clerk

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96 PASSED 5-2

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98 **YAY:**

99 MATTA

100 PARENT

101 LEMOIS

102 OUELLETTE

103 CHAMPAGNE

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105 **NAY:**

106 KOUTSOGIANE

107 SCULLIN

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