



- New TeleStaff
  - Started the process 2 years ago
  - Goods and bads....still working through and learning...mobile rendering....





- Minimum Staffing Requirements (constantly evolving)
  - MCFRS currently staffs 308 positions:
    - 301/7 M-F, 0700-1700, 263/44 N&W
  - In 2015 MCFRS staffed 301 positions:
    - 285/16 M-F, 0700-1700 and 251/50 N&W
  - In 2012 career personnel were responsible for staffing 269 positions M-F, 0700-1700 and 237 N&W





- Staffing Challenges

- Each shift has approximately 316 shift work positions assigned - does not meet the current staffing coefficient
- 46 personnel assigned to Day Work (36 day work positions)
- Of the 362 personnel, we need 301 qualified personnel to come to work each morning – we start each day with a deficit
- 1/3 of our assigned personnel are unavailable due to:
  - Kelly Days, Leave, SKL, PRL, FMLA, Military
  - ECC and ALS Training
  - Details off the Floor





- Vacation Leave Process
  - 5 year vision – Department supported web based application
  - Implemented new version 1.0 last year - just fire station personnel
  - Implemented version 2.0 this year - added ECC, FEI and admin staff
  - Hope to finish with version 3.0 next year - field ops BC's





- Transfer Process
  - *TRANSPARENCY*
  - Station Vacancy Page
  - Executed with management and 1664 reps, strictly monitored.
  - Working to refresh policy 515 – incorporate all the different Directives, FCGO's, etc. in to a singular document





- Scheduling website:

(QL >>> Ops Division >>> Ops Sections >>> Scheduling Section)

- TRANSPARENCY
- Staffing Configurations
- Rules – Article 14, etc...
- Casual Leave Tools
- One stop shop....lots of information....dig around....

