- ## 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

- <u>Scheduling website</u>:

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

  - *<u>TRANSPARENCY</u>*

  - Staffing Configurations

  - Rules – Article 14, etc…

  - Casual Leave Tools

  - One stop shop….lots of information….dig around….