

Mandatory Staffing Options

Option 1: No Change to policy

Pros	Cons
Familiarity	Constantly revolving list- no true ranking. No predictability
Least amount of change needed for staffing with current software programming	Reduces Acting In potential. Actors are frequently bumped back down to fill rosters
Aids with pick lists being filled.	Limits special deployments/single resource etc.
Members can sign up and work a CM to protect the remaining three days to protect the rest of their four days off	Lots of potential movement between shifts and mid shift relocations.
Ensures minimum staffing is met.	Day staff is burdened working Mandatory shifts on weekends almost exclusively.
30 day exclusion, after a worked Mandatory Shift, gives personnel some relief from mandatory	Last minute notifications.
	A lot of man hours to fill shifts by the staffing office
	30 day Mandatory Exclusion does reduce the number of available members for mandatory shifts.

Option 2: Same policy with slight changes: limit to 2 Mandatory shifts per day.

Pros	Cons
Max of 2 mandatory shifts a day will reduce the daily mandatory burden.	Potential to not have 4 handed staffing on the apparatus.
Anti-sign ups are available to members for use in managing their schedules.	What units run short? How is it decided? More manual management for staffing within Telestaff.
Other exclusions still available for use: vacation, sick leave, etc.	Limits special deployments/single resource etc.
Option to earn hours helps picklists stay healthy.	Lots of potential movement between shifts and mid shift relocations.
30 day exclusion after a Mandatory Shift Worked gives personnel some relief from work.	Day staff is burdened working Mandatory shifts on weekends almost exclusively.
	High workload on staffing to fill shifts at the last minute.
	30 day Mandatory Exclusion does reduce the number of available members for mandatory shifts.
	Constantly revolving list- no true ranking. No predictability.

Option 3: Revised Mandatory Policy: Only mandatory hours go into the mandatory bucket. Reverse seniority with junior members first on the list until mandatory hours are accumulated.

Pros	Cons
Spreads the burden more fairly across all members based on seniority.	Potentially at the top of the list for extended periods (Unless a weekly rotation is implemented).
Lists are more manageable and able to follow.	Manual entry required for list rotation by staffing office.
Other exclusions still available for use: vacation, sick leave, etc.	List rotation would happen on a preselected day, each week, no matter what the list had done on its own. Ex. Maybe a member was only first up for one day, while the next member is for the whole week.
Increases Acting-In opportunities.	Potential to reduce members' willingness to sign up for CM shifts voluntarily.
<p>Reduces workload on staffing office with more reliable lists.</p> <p>Allows members to more accurately plan for mandatory days.</p>	.
Keeps apparatus fully staffed (4 handed).	
Decreases potential for mid shift movements.	
Allows some ability to plan ahead, more than above 2 options, less than option 4	
Day staff able to manage their days better.	

Option 4: Quarterly sign up option for members: members would draw a calculated number of days to be available for mandatory shifts. Seniority draws first, rank for rank.

Pros	Cons
Members are able to preselect dates quarterly. Allows people to plan the days they could be working even though they might not be the days they want.	Most labor-intensive option for staffing office to build a mandatory draw quarterly.
No last-minute staffing surprises. Depending on how many positions are assigned each day a large pool of employees could be utilize.	May unevenly distribute burden to junior members. (luck of the draw type system for when mandatories are needed)
Acting-In opportunities maximized.	Policy still needed behind this system in case preselected numbers are not enough to staff apparatus
Mandatory hours will rotate people through the list on their draw days. (could be #3 on a day you have drawn)	No vacation exclusions
By drawing quarterly, it allows for changes in the number of people needed each day. (Can predict liability per position quarterly and draw that number)	How do we handle if members are sick on the day they have selected? What if someone signs up for a CM on the day they have picked? This could decrease the pool.
Evenly distributes the signups across the organization.	Promotions, platoon balancing, injuries, special ops deployments all interfere with preselected days.
Members can trade days within the same quarter.	Could get days that are in the middle of your four off.
	Doesn't guarantee minimum staffing
	Will decrease the CM picklist