

Shift Bid Yammer Results

Thank you for your participation in the Yammer surveys. I have included a summary of the general information gleaned and added details about current and future work aimed at looking at the things you identified. The below does not include every component and additional items will be reviewed in a larger improvement initiative; the abridged version is below.

Important things to note:

1. The sample of participants is not representative of the population, meaning about 1/3 of the full time operations group participated. This does not reduce the importance of your responses; it just means I have more work to do to hear from more of you to make the best decisions for all.
2. This year's shift bid will see minimal changes as we work toward larger scale improvement.

Process Feedback

1. Frequency

Too Often	55%
Just Right	38%
Not Often Enough	7%

*86 employees

The frequency of the shift bid is being assessed and we will work over the next few month's with other agencies that have less frequent bids to understand pro's and con's and how they execute changes that are needed. We have seen success with mini-bid's and plan to continue them throughout the year.

2. Buddy Bid

The buddy bid will remain the same for this bid using the average ranking of the employee's bidding together. Buddy bid forms are due by 7/20. Changes will be made to the buddy bid for future bids to ensure fairness to all employees.

- Mixed responses: current average ranking, highest ranking, lowest ranking

Planning to BB	7%
Not planning to BB	73%
Maybe	20%

*66 employees

3. Specialty Groups

- a. NET

- i. No feedback

NET and BLS 911 (new) shifts will be bid into one week (7/26 beginning at 1130 am) before the full Agency bid.

b. Paramedic Students

- i. Current: A shift
- ii. Future: B shift

Paramedic student shifts will be blocked off (blue or green) and should be selected for current or future students. Once all paramedic students have bid at their normal ranking slot, the remaining shifts will be opened up for those still up to bid.

c. AOSF

AOSF's will bid a week before the full 911 bid into a limited amount of pre-selected shifts. These shifts will be highlighted *light orange* on the bid for NCCs to recognize as they are making shift selections.

d. FTO/Preceptors

The FTO program is slated for improvement over the next few months and we have added buddy bidding to the list of items to address to ensure partner selection is available. FTO and Preceptor selected shifts will be marked *purple* as they are selected for NCCs to recognize as they are making shift selections.

Shift Selection

A. Types of Shifts

a. Length

10	35%
13/13.5	59%
Other	6%

*130 employees

b. Shift Style

A/B Rotation	22%
H (Set 10s)	23%
C (Set 13/13.5s)	52%
Other	3%

*113 employees

Shift lengths offered will cover a variety of scenarios. The overall number of shifts available is based on the number of full time employees, so you will notice a decrease in the number of shifts as compared to last bid, however, there are less people bidding. The proportion of shift

length/styles is reflective of these results with more C shifts than other types of shifts. Here's the breakdown of count of each shift on the 911 side:

A/B Rotation (Equivalent for both A and B-10 and 13 rotators)	28
H (Set 10s)	26
C (Set 13/13.5s)	48
Other: 48 Hour Shifts	4

Additional Changes:

- The earliest shift start time is 0400 as opposed to 0300 previously.
- BLS 911 shifts have been added
- New 48 hour a week shifts have been added and hold no mandatory overtime requirements. These shifts may be reduced to 10 hour shifts if the additional hours are no longer needed throughout the year. These shifts are extra and no one will be bid into them without their choice.
 - We are offering full crews the opportunity to upgrade a limited number of H shifts to a 48 hour a week schedule if you would prefer. These shifts are *burnt orange* on the shift form.