

## Pros of the 48/96 compared to the Kelly schedule

- 20 more four-day breaks each year.
- 5 more mornings per month that you will wake up at home, not going to work.
- Longer periods off from work would allow you to “check out” and not have to prepare for going to work within 24 hours.
- The 48/96 schedule syncs up with friends and family who work Monday through Friday jobs, allowing more weekends off to attend baseball, football, basketball, and social events.
- No 6-day pay periods and fewer 4-day pay periods. This leads to a more consistent paycheck.
- Fewer shift changes with crews that have the potential to lose information in transition.
- Potentially fewer truck, radio, and narc checkoffs at the beginning of each shift.
- Apparatus is in your control for 48 hours straight and you do not have to worry about what happened during your 24-hour off days.
- Longer periods away from work offer more quality time with friends and family.
- Commuting 5 round trips a month compared to 10 round trips a month. This will save on fuel, wear & tear, and time spent behind a windshield.
- Buying food for 2 days straight is more cost-effective.
- Ability to live further outside of Knox County.
- Potentially open the hiring pool to firefighters who live further away, allowing for more staffing and less mandatory.
- Productivity can be increased by being “locked in” for 48 hours and not taking your foot off the gas. This is true for staying sharp with your medical skills or having no interruptions during project work.
- Potential to recover from a busy first day while resting the second day and getting paid versus using your time off to recover.
- Morale increases to those who find the schedule change beneficial.

## Cons of the 48/96 schedule vs Kelly Schedule

- Working 48 hours straight may lead to physical and mental exhaustion, especially in busy stations with higher call volumes.
- More demand and fatigue on busier stations.
- Sleep deprivation and fatigue have the potential for negative health consequences.
- Longer periods away from home may be challenging for firefighters and their families, particularly in households with caregiving responsibilities.
- Mandatory shifts could call you back into work during the middle of your 4 days off when staffing is low.
- Floating after your first 24-hour shift could burden 3<sup>rd</sup> seat firefighters.
- 9 times a year each shift will be required to work a Saturday and Sunday tour. The Kelly schedule never requires this.
- 48 hours of work with no break in between to see friends and family.
- This schedule requires you to work 61, 48-hour tours. We don’t work any now.
- If the first shift is busy, productivity on the second shift could decrease.
- Shared custody arrangements that need to be changed.
- Morale decreases for those who are opposed to a schedule change.
- Difficulty for administration in contacting personnel when working on the Saturday/Sunday rotation.