

**Milpitas Fire Department  
Temporary Reduction in Force Staffing Model**

**January 2013**

Daily minimum staffing would reduce from 15 and a Battalion Chief to 12 and a Battalion Chief. This level of staffing would require a “browncout” of a Milpitas Fire apparatus, but with the caveat that all Milpitas fire stations would maintain an apparatus presence to enhance geographical coverage.

This staffing model would be implemented until economic indicators reflect the ability of the City to re-hire fire employees impacted by the reduction in force. The following matrix indicates how the reduced staffing model would be managed within MFD stations:

**Staffing at 12 + BC**

<b>BC 19</b>	<b>ENGINE 1 ALS (1)</b>	<b>TRUCK 1 ALS (4)</b>	<b>USAR 1 BLS (4)</b>	<b>ENGINE 2 ALS (2)</b>	<b>TRUCK 3 ALS (3)</b>
BC	Captain Engineer Firefighter	Captain Engineer	Firefighter	Captain Engineer Firefighter	Captain Engineer Firefighter

This level of staffing would require a redeployment of Truck 4 as Truck 3 and Truck 1/USAR 1 as Truck 4/USAR 4. Engine 1 and Engine 2 would remain within their respective stations. Engine 3 would be browned out with Station 3 maintaining an apparatus (T3). This model would also require Truck 4 and USAR 4 to operate in tandem from Station 4, but not independently on separate calls for service. Maintaining two truck companies and our Hazmat and Advanced Life Support (ALS) capability would remain the priority within this staffing model.

This option would impact 10 firefighters. City HR Rules and Regulations regarding seniority based “bumping rights” would be implemented i.e....3 Captains would have “bumping rights,” 3 Engineers would have “bumping rights” and 4 Firefighters would be slated for RIF.