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City of Providence, Rhode Island Office of the Internal Auditor

October 29, 2015

Councilman Samuel D. Zurier
Providence City Council
25 Dorrance Street
Providence, RI 02903

Dear Councilman Zurier:

As you requested, my office has reviewed and compared the hours worked by twenty-five (25) firefighters assigned to the fire department's rescue division for the final eight weeks of the 4-platoon schedule (June 7 - August 1) to the first eight weeks of the 3-platoon schedule (August 8 - September 26).

Below are descriptions of the comparison and a summary of the findings:

- The hours recorded are those that were actually worked including regular hours or overtime. Hours paid to firefighters for sick, vacation or other items are not included.
- The hours worked by forty-two (42) rescue division employees over the sixteen week period were reviewed. Seventeen (17) of those firefighters, however, had an interruption in their work schedule due to Injury on Duty (IOD) status and were therefore not included in this comparison.
- The total number of hours a firefighter works during three or five consecutive shifts will vary depending upon when the shifts begin. The hours during three consecutive shifts will total 34 or 38, while five consecutive shifts will total 58 or 62.
- The findings from the review of hours worked by these 25 firefighters are as follows:
 - Total number of shifts worked over the first eight weeks of the 3-platoon schedule increased to 979 (28.48%) from a total of 762 during the final eight weeks of the 4-platoon schedule.



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October 29, 2015

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Providence City Council
25 Dorrance Street
Providence, RI 02903

Dear Councilman Zurier:

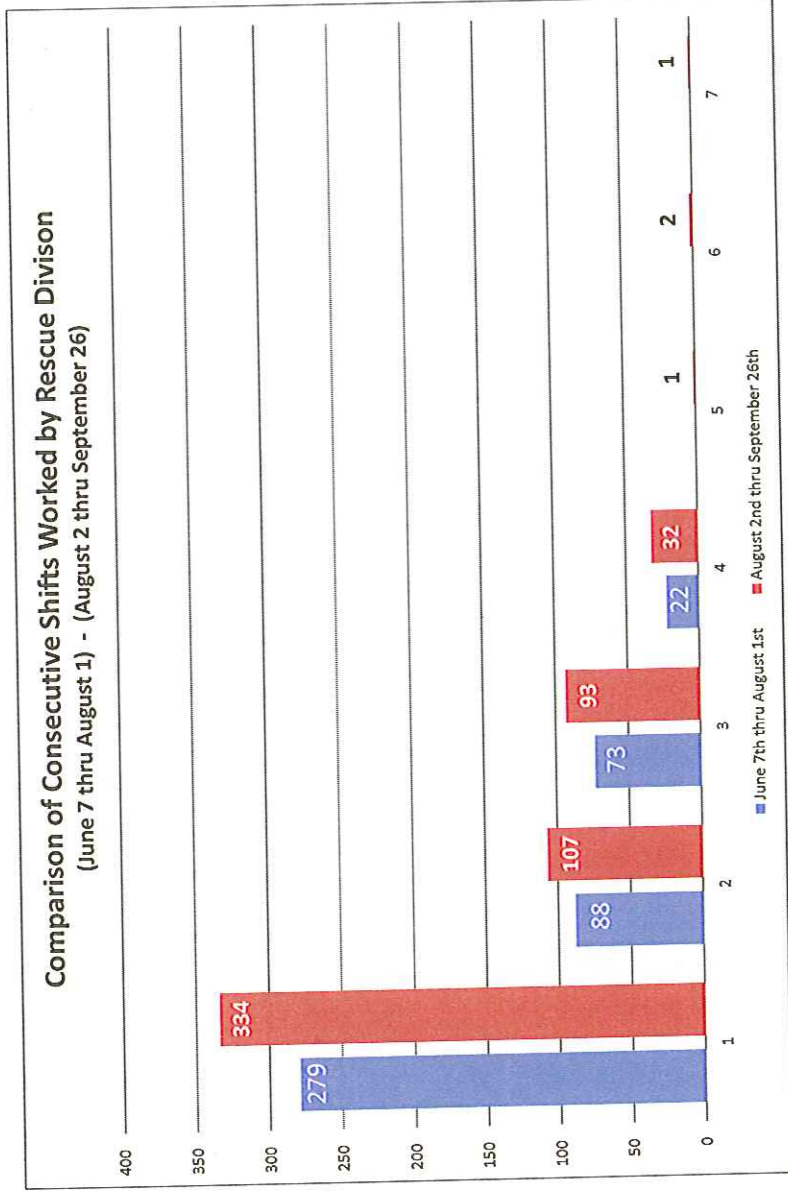
As you requested, my office has reviewed and compared the hours worked by twenty-five (25) firefighters assigned to the fire department's rescue division for the final eight weeks of the 4-platoon schedule (June 7 - August 1) to the first eight weeks of the 3-platoon schedule (August 8 - September 26).

Below are descriptions of the comparison and a summary of the findings:

- The hours recorded are those that were actually worked including regular hours or overtime. Hours paid to firefighters for sick, vacation or other items are not included.
- The hours worked by forty-two (42) rescue division employees over the sixteen week period were reviewed. Seventeen (17) of those firefighters, however, had an interruption in their work schedule due to Injury on Duty (IOD) status and were therefore not included in this comparison.
- The total number of hours a firefighter works during three or five consecutive shifts will vary depending upon when the shifts begin. The hours during three consecutive shifts will total 34 or 38, while five consecutive shifts will total 58 or 62.
- The findings from the review of hours worked by these 25 firefighters are as follows:
 - Total number of shifts worked over the first eight weeks of the 3-platoon schedule increased to 979 (28.48%) from a total of 762 during the final eight weeks of the 4-platoon schedule.

- Total number of consecutive shifts worked under the 3-platoon schedule increased to 645 (33.54%) from a total of 483 during the final eight weeks of the 4-platoon schedule.
- Total hours worked under the 3-platoons schedule increased to 11,771 (29.21%) from a total of 9,110 during the final eight weeks of the 4-platoon schedule.
- Total hours worked as a percentage of the total hours over the eight week period (1,344) under the 3-platoon schedule increased to 35.03% from 27.11% during the final eight weeks of the 4-platoons schedule.
- Average number of hours worked per week under the 3-platoon schedule increased to 59 hours from 46 hours during the final eight weeks of the 4-platoon schedule.

The chart below illustrates the comparison of the number of consecutive shifts worked by the twenty-five firefighters during the sixteen week period.



Councilman Samuel D. Zurier
October 29, 2015
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If you have any questions or would like additional information concerning this subject, please let me know.

Sincerely,

A handwritten signature in dark ink, appearing to read "Matthew M. Clarkin, Jr.", written in a cursive style.

Matthew M. Clarkin, Jr.
Internal Auditor

Cc: City Council Members
Yvonne Graf, Chief of Staff – City Council
James J. Lombardi, City Treasurer/Sr. Advisor to City Council

FF Name	Time Period: 4-Platoon 3-Platoon	Consecutive Shifts							Total Shifts Worked	% Variance in Total Number of Shifts Worked	Total Number of Consecutive Shifts Worked	% Variance in Total Number of Consecutive Shifts Worked	Total Hours Worked	% Variance in Total Number of Hours Worked	Hours Worked as % of Total (1344)	Avg Number of Hours Worked Per Week (Total Hrs/8)
		1	2	3	4	5	6	7								
Blackwell	6/7/15 - 8/1/15	11	7	3	0	0	0	0	34	35.29%	23	47.83%	404	25.00%	30.06%	50.50
	8/2/15 - 9/26/15	12	9	4	1	0	0	0	46		34		505		37.57%	63.13
Brochu	6/7/15 - 8/1/15	8	3	4	2	0	0	0	34	20.59%	26	26.92%	408	19.12%	30.36%	51.00
	8/2/15 - 9/26/15	8	4	7	1	0	0	0	41		33		486		36.16%	60.75
Burke	6/7/15 - 8/1/15	18	1	3	0	0	0	0	29	65.52%	11	218.18%	358	65.36%	26.64%	44.75
	8/2/15 - 9/26/15	13	5	3	4	0	0	0	48		35		592		44.05%	74.00
Cairone	6/7/15 - 8/1/15	10	2	3	0	0	0	0	23	-4.35%	13	-23.08%	274	1.46%	20.39%	34.25
	8/2/15 - 9/26/15	12	2	2	0	0	0	0	22		10		278		20.68%	34.75
Drake	6/7/15 - 8/1/15	21	2	1	0	0	0	0	28	28.57%	7	28.57%	344	12.21%	25.60%	43.00
	8/2/15 - 9/26/15	27	0	3	0	0	0	0	36		9		386		28.72%	48.25
Elliot	6/7/15 - 8/1/15	13	7	2	0	0	0	0	33	0.00%	20	5.00%	412	-4.37%	30.65%	51.50
	8/2/15 - 9/26/15	12	3	5	0	0	0	0	33		21		394		29.32%	49.25
Estrella	6/7/15 - 8/1/15	11	2	5	1	0	0	0	34	41.18%	23	69.57%	416	39.42%	30.95%	52.00
	8/2/15 - 9/26/15	9	1	7	4	0	0	0	48		39		580		43.15%	72.50
Fayerweather	6/7/15 - 8/1/15	10	5	2	3	0	0	0	38	15.79%	28	7.14%	460	20.00%	34.23%	57.50
	8/2/15 - 9/26/15	14	7	4	1	0	0	0	44		30		552		41.07%	69.00
Feliz	6/7/15 - 8/1/15	12	5	5	0	0	0	0	37	0.00%	25	-28.00%	436	3.21%	32.44%	54.50
	8/2/15 - 9/26/15	19	4	2	1	0	0	0	37		18		450		33.48%	56.25
Gagnon	6/7/15 - 8/1/15	15	3	1	0	0	0	0	24	91.67%	9	233.33%	288	94.44%	21.43%	36.00
	8/2/15 - 9/26/15	16	3	5	1	1	0	0	46		30		560		41.67%	70.00
Gallo	6/7/15 - 8/1/15	21	3	2	0	0	0	0	33	12.12%	12	-8.33%	406	9.85%	30.21%	50.75
	8/2/15 - 9/26/15	26	4	1	0	0	0	0	37		11		446		33.18%	55.75

FF Name	Time Period: 4-Platoon 3-Platoon	Consecutive Shifts							Total Shifts Worked	% Variance in Total Number of Shifts Worked	Total Number of Consecutive Shifts Worked	% Variance in Total Number of Consecutive Shifts Worked	Total Hours Worked	% Variance in Total Number of Hours Worked	Hours Worked as % of Total (1344)	Avg Number of Hours Worked Per Week (Total Hrs/8)
		1	2	3	4	5	6	7								
Gianfrancesco	6/7/15 - 8/1/15	10	1	5	3	0	0	0	39	25.64%	29	31.03%	466	21.89%	34.67%	58.25
	8/2/15 - 9/26/15	11	2	6	4	0	0	0	49		38		568		42.26%	71.00
Guerrero	6/7/15 - 8/1/15	11	4	4	0	0	0	0	31	16.13%	20	-30.00%	362	12.15%	26.93%	45.25
	8/2/15 - 9/26/15	22	4	2	0	0	0	0	36		14		406		30.21%	50.75
Johnson	6/7/15 - 8/1/15	14	4	2	1	0	0	0	32	0.00%	18	-61.11%	370	5.95%	27.53%	46.25
	8/2/15 - 9/26/15	25	0	1	1	0	0	0	32		7		392		29.17%	49.00
Johnston	6/7/15 - 8/1/15	11	4	3	0	0	0	0	28	46.43%	17	76.47%	332	48.80%	24.70%	41.50
	8/2/15 - 9/26/15	11	5	4	2	0	0	0	41		30		494		36.76%	61.75
Joseph	6/7/15 - 8/1/15	11	7	3	3	0	0	0	46	-8.70%	35	-22.86%	556	5.04%	41.37%	69.50
	8/2/15 - 9/26/15	15	7	3	1	0	0	0	42		27		584		43.45%	73.00
Kenyon	6/7/15 - 8/1/15	4	4	2	5	0	0	0	38	10.53%	34	11.76%	464	7.76%	34.52%	58.00
	8/2/15 - 9/26/15	4	8	1	0	0	2	1	42		38		500		37.20%	62.50
Lynch	6/7/15 - 8/1/15	7	6	2	0	0	0	0	25	40.00%	18	72.22%	280	50.71%	20.83%	35.00
	8/2/15 - 9/26/15	4	5	7	0	0	0	0	35		31		422		31.40%	52.75
Mello	6/7/15 - 8/1/15	17	1	1	0	0	0	0	22	72.73%	5	80.00%	264	71.21%	19.64%	33.00
	8/2/15 - 9/26/15	29	3	1	0	0	0	0	38		9		452		33.63%	56.50
Miller	6/7/15 - 8/1/15	7	4	3	0	0	0	0	24	87.50%	17	94.12%	284	85.92%	21.13%	35.50
	8/2/15 - 9/26/15	12	10	3	1	0	0	0	45		33		528		39.29%	66.00
Palumbo	6/7/15 - 8/1/15	11	3	3	1	0	0	0	30	60.00%	19	136.84%	342	67.25%	25.45%	42.75
	8/2/15 - 9/26/15	3	0	11	3	0	0	0	48		45		572		42.56%	71.50
Peck	6/7/15 - 8/1/15	6	4	3	1	0	0	0	27	48.15%	21	28.57%	326	44.79%	24.26%	40.75
	8/2/15 - 9/26/15	13	4	5	1	0	0	0	40		27		472		35.12%	59.00

FF Name	Time Period: 4-Platoon 3-Platoon	Consecutive Shifts							Total Shifts Worked	% Variance in Total Number of Shifts Worked	Total Number of Consecutive Shifts Worked	% Variance in Total Number of Consecutive Shifts Worked	Total Hours Worked	% Variance in Total Number of Hours Worked	Hours Worked as % of Total (1344)	Avg Number of Hours Worked Per Week (Total Hrs/8)
		1	2	3	4	5	6	7								
Pujols	6/7/15 - 8/1/15	18	4	3	0	0	0	0	35	14.29%	17	58.82%	410	13.17%	30.51%	51.25
	8/2/15 - 9/26/15	13	4	5	1	0	0	0	40		27		464		34.52%	58.00
Tagliferri	6/7/15 - 8/1/15	11	2	5	2	0	0	0	38	21.05%	27	7.41%	460	19.13%	34.23%	57.50
	8/2/15 - 9/26/15	17	9	1	2	0	0	0	46		29		548		40.77%	68.50
Tierney	6/7/15 - 8/1/15	12	2	4	0	0	0	0	28	53.57%	16	81.25%	332	58.43%	24.70%	41.50
	8/2/15 - 9/26/15	14	4	3	3	0	0	0	43		29		526		39.14%	65.75
Total	6/7/15 - 8/1/15	279	88	73	22	0	0	0	762	28.48%	483	33.54%	9110	29.21%	27.11%	45.55
	8/2/15 - 9/26/15	334	107	93	32	1	2	1	979		645		11771		35.03%	58.86