

SAN DIEGO FIRE-RESCUE DEPARTMENT OFFICE OF THE  
CHIEF  
NO.: 10-

DATE: January 26, 2010

TO: Fire-Rescue Department Staff

FROM: Javier Mainar, Fire Chief

SUBJECT: Implementation of Rolling Brown-Outs

DISPOSITION: Read/Post/Destroy after July 1, 2010

Effective February 6, 2010, our Department will implement a Rolling Brown-Out Plan designed to achieve \$11.5 million in budgetary savings. This budget reduction measure was proposed by me and approved by the Mayor and Council to assist in addressing a \$179 million shortfall in the City's Fiscal Year 2011 budget.

While the Mayor, Council, Local 145 and I are fully aware this Brown-Out Plan will result in service level impacts to our community and economic sacrifices by our workforce, the implementation of such a plan was clearly the best option available to us to address the unprecedented fiscal realities our city and many other communities in our nation are facing.

Management and Local 145 have worked together closely over the past two months to design this plan and address the many challenges it poses for our emergency response coverage and workforce. While we did not agree on all aspects of the plan, there was substantial agreement on many of the key elements. In addition, it is understood by both sides that this plan will need to be continually reviewed and refined to ensure that we deploy our available resources as efficiently and safely as we can, while also addressing impacts on wages, hours and working conditions.

While I have been able to share only the basics of this plan with you up to this point due to the ongoing implementation negotiations, the plan has now been finalized and it is time to ensure that all members of our Department are familiar with how it will work. To that end, we have developed the attached *Frequently Asked Questions* document to address the key elements of the plan and the considerations that went into its development. In addition, a more detailed policy document is being developed by the Operations Division and will be made available prior to implementation.

Thank you for your patience as we have worked to make the best of a very difficult situation. I'd like to also thank Local 145 for their considerable assistance in developing this plan. As I have said many times before, we are all in this together and we all have an obligation to provide the best service we can to our community while also ensuring everyone's safety. I am confident we

can get through this difficult period in our Department's history if we keep our mission in mind and do all we can to achieve it.