

Exhibit 6350.5 SPECIAL STAFFING PATTERNS (6200)

(May 2003)

Special Staffing Patterns are increased levels of staffing beyond the normal day-to-day pattern. They are implemented in response to actual or predicted critical fire weather, critical fire situations, or severe drawdown of CDF fire suppression resources.

Special Staffing Patterns may be declared for a single ranger unit, camp or type of resource, or for groups of administrative units, including statewide declarations based on need. An incident number will be assigned (refer to ECC Procedures Handbook) to each Special Staffing Pattern declaration. ECC incident documentation will include notation on why the Special Staffing Pattern was declared. Costs associated with Special Staffing Patterns will be charged to the Emergency Fund. All declarations and terminations of declarations will be immediately reported to the next higher organizational level. Staffing patterns 1,2,3, and 4 will be promptly reported to Sacramento.

The declaration of a Special Staffing Pattern should not affect an employee's scheduled vacation. An employee's vacation will not be changed without agreement with the affected employee, except during a declared emergency as determined by the Director of CDF. Declaration of Special Staffing Patterns shall not change this policy. Refer to Section 10.02.5a of the Unit 8 Memorandum of Understanding.

Staffing Pattern	Minimum Authorized Level	Description
1	Unit Chief	All regularly staffed Schedule B engines will be covered 24-hours per day. Minimum staffing is 3 persons per engine during peak fire season period.
2	Unit Chief	All Schedule B fire control dozers will be covered 24-hours per day. Operators will be on standby during non-work periods.
3	Unit Chief	All Schedule B chief officers (Battalion and Assistant Chief levels) will be on duty 24-hours per day.
4	Region Chief	All conservation camp crews will be covered, and available 24-hours per day with one Fire Captain per crew. The Fire Captain will be within 30-minutes on-call response, or will be on standby status. Fire center crews are not included in this pattern. They can be made available using the Select Call Pattern.
Select Call	Unit Chief	<p>Single resources or groups or resources may be placed on up to 24-hour availability based on existing, potential, or predicted requirements.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"> • All Schedule A chief officers. • Ten division/group supervisors. • All reserve engines staffed with three persons. • Two Captains with utility vehicles qualified as engine Strike Team Leaders. • All Forester I and Forester II personnel. • All fire center crews. • All engines staffed with a minimum of four persons.

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