

**PHILADELPHIA FIRE DEPARTMENT**  
**HEADQUARTERS**

**GENERAL MEMORANDUM #12-134**

November 1, 2012

**TO** : All Officers and Members

**REF/AUTHORITY** : Deputy Commissioner Operations / Fire Commissioner

**SUBJECT** : **FIREFIGHTER ROTATION - 2013**

The Department will initiate an annual Firefighter (FF) rotation process that will facilitate the reassignment of approximately 15-20% of FF's annually. This process will result in most FF's serving in any given assignment for approximately five years. This change will ensure that all FF's have equal opportunity to work in various assignments and acquire diverse skills. Rotation of FF's will enhance their ability to achieve greater opportunities to facilitate upward mobility through the ranks, if desired. Additionally, by ensuring that all FF's serve at least one rotation in the busiest battalions during their career, the on-the-job training that results from experience is more likely to occur.

This year's rotation will include: 156 FF's who have been in their current assignment for 10 years or more, 57 FF's of Classes #183 and #184 who are in the same assignment since graduation, and 40 members from each of the graduating classes #186 and #187. The 2013 rotation will encompass 293 members.

The following year will include FF's who have been in their current assignment for 8 years or more, members of classes #185 and Alpha Class who are in the same assignment since graduation and the remaining 80 members of classes #186 and #187.

This process of opening up assignments by including groups of FF's with 5 years of service in the same assignment and those with less than 5 years of service will provide a sustainable model that will ensure that the average assignment duration for all FF's will last approximately 5 years. This will ensure that all members have equal access to the assignments that they deem most preferable to them. Additionally, the Department will benefit from a wider number of FF's with diverse experiences and opportunities to impact on Fire Prevention, Community Risk Reduction, and participate in the time-tested on-the-job training that enhances personnel development.

All rotating members must submit a memorandum through channels to Car 2's Office, listing five (5) separate company choices (members should not list the same assignment with a different platoon choice [if applicable] for their next assignment). **Members may elect to list their current assignment as a choice but should realize that the purpose of this rotation is to open up assignment opportunities and making such a choice would be considered a low priority for this process.** The lists of assignment choices for this rotation are attached. All new assignments will not take effect until after January 1, 2013.

**RESPONSIBILITY**

It is the responsibility of all Company Officers/Unit Heads to ensure that all members under their command who are scheduled for rotation submit the required memorandum. Members are to list their five (5) choices in order of preference. Members will also list all previous assignments with the most recent listed first. All memos are due by 1700 hours, November 30, 2012. The Department will attempt to accommodate as many requests as possible with the goal of ensuring more members are afforded the opportunity to work in various areas of the city.

**LLOYD AYERS**  
**FIRE COMMISSIONER**