

Smart Scheduling

Staffing Management

Staffing public safety personnel 24/7/365 can be a time-consuming balancing act that requires qualified employee availability and compliance with union and agency policies. Using a centralized solution like Workforce Management PLUS to forecast staffing levels and recommend cost effective assignments based on agency criteria improves staffing management while minimizing cost.

Intuitive Shift Rosters

With Workforce Management PLUS, flexible shift roster views are displayed based on entered criteria – like organization, shift, and date. On-duty assignments and events types, such as overtime, leaves, court, and training, are color-coded for easy identification.

This includes real-time viewing of on-duty personnel and those with trades or scheduled days off. Rosters display employees' skills and work locations using agency-defined codes. Employees with assignment issues are highlighted with the ability to view details. Comments can be entered for multi-organizational viewing.

Location	Assignment	Name	Badge	Rank	Shift	Start	End	Type	HRS	Comment
AMERICA PD \ PATROL \ GOLD HILL										
GOLD HILL	POLICE OFF	SCHNUR, DUSTIN	005747	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL	POLICE OFF				SWINGS	2:00 PM	12:00 AM		10	
GOLD HILL	POLICE OFF				SWINGS	2:00 PM	12:00 AM		10	
GOLD HILL (VEH)P0135G	POLICE OFF	MONTOYA, MATTHEW	004026	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL	POLICE OFF	KERFOOT, JESSE	006608	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL (VEH)P0115G	POLICE OFF	WALLICK, WILLIAM	005694	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL (VEH)GEN601 \ (VEH)P1026	POLICE OFF	NEWMANN, MARK	006374	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL	POLICE OFF	PETERS, CHARLES	005988	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL (VEH)P0137G	POLICE OFF	SCOTT, PETER	001513	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL (VEH)P0138	POLICE OFF	BOSCH, CODY	005711	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL (VEH)P1027	LT	WATERS, JAMES	001516	LIEUTENANT: 4 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL	PATROL	ADMIN, ORION	000001	SERGEANT: 99 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL	PATROL				SWINGS	2:00 PM	12:00 AM		10	
GOLD HILL	PATROL	BROWN, TYLER	005954	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	REG	10	
GOLD HILL	PATROL	RETZLAFF, VENISHA	004928	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	REG	10	
		COURTNEY, RENEE	006016	OFFICER: 6 :	SWINGS	2:00 PM	12:00 AM	CONT SICK	10	Tested positive for C
(VEH)P0137G		SCOTT, PETER	001513	OFFICER: 6 :	SWINGS	12:00 PM	2:00 PM	ON CALL SWORN	2	Staffing shortage.

As positions are filled or vacated, real-time roster updates display start and end times.

Easily Manage Scheduling Changes

Staffing managers use drag and drop tools to quickly make assignment changes and backfill vacancies. Time changes, unplanned leave-time, overtime and operational equipment assignments can be made directly from rosters. Roll call check-in and check-out screens enable supervisors to log actual arrival and departure time. On-duty time worked, authorized scheduling changes, and approved events, are displayed on rosters and saved within each employee's online timesheet.

Visual Alerts Enable Staffing Efficiencies

Color-coded alerts prompt staffing managers to backfill unplanned vacancies when levels fall below minimum. Names of qualified employees are presented in a sorted order based on agency policies rules. This enables staffing gaps to be filled while minimizing the financial impact.

Benefits

- » Increases staffing management efficiencies
- » Saves time filling vacancies with qualified personnel
- » Controls overtime and fatigue risks based on agency criteria

Staffing Management

- » Forecast staffing counts against required levels with warning thresholds
- » Drag and drop assignment capabilities based on:
 - Time of assignment
 - Employee's schedule
 - Current time to end of assignment
 - Current time to end of employee's schedule
 - Custom start / end times
- » View rosters in real-time with on-duty personnel and those with approved PTO, OT, training, trades, off-duty, and court events
- » Push notifications to agency email and mobile devices
- » Vacancy backfills with qualified personnel based criteria
- » Fatigue alerts based on criteria
- » Shift time changes, unplanned leave and overtime entries from rosters
- » View real-time employee calendars in multiple formats
- » View gaining and losing depts. when personnel reassigned
- » Tracks roll call check-ins and check-outs, call signs, vehicle and radio IDs

The screenshot shows the Orion Staffing Management interface. At the top, there is a navigation bar with a search field for personnel, the user name 'AMY BAKER', and menu items for Employment, Human Resources, Operations, and Reports. Below this, there are search filters for Personnel, Workgroups (set to PATROL SHIFT 3), Watch/Shift, and Date (4/3/2020). There are checkboxes for 'View Schedules' and 'View RDO Schedules', and a 'Search' button. Below the filters, there is a 'Staffing Counts' section with a table. The table has columns for Group Code, Index Code, Staffing Goal, Approved Leave, Staffing Affected by Leave, On Duty Count, On Duty Overage, and Staffing Shortage. The table is filtered by 'Watch: 07:00:07:00' and shows data for various patrol shifts.

Group Code	Index Code	Staffing Goal	Approved Leave	Staffing Affected by Leave	On Duty Count	On Duty Overage	Staffing Shortage
Watch: 07:00:07:00							
PATROL	PATROL SHIFT 3 (DAYS)	10			6	0	-4
PATROL	PATROL SHIFT 3 (OPS)	10			13	3	0
Watch: 07:00:07:00							
PATROL	PATROL SHIFT 3 (DAYS)	19			6	0	-13
PATROL	PATROL SHIFT 3 (OPS)	19			13	0	-6
Watch: 07:00:07:00							
PATROL	PATROL SHIFT 3 (OPS)	1			1	0	0
Watch: 07:00:07:00							
PATROL	PATROL SHIFT 3 (DAYS)	2			6	4	0
PATROL	PATROL SHIFT 3 (OPS)	2			1	0	-1

Scheduling screens with real-time staffing counts compared against required levels enable at-a-glance viewing of vacancy gaps. It's ideal for proactive reassignment planning that can achieve minimum staffing levels while controlling overtime.

Contact us today at 866-779-1689.

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