

Brighton Ski Patrol - Patrol Days Requirements and Scheduling Policy

2020-2021

The purpose of this policy is to define the minimum number of days, night and Saturday swing shifts which are required of each full-time and part time volunteer Brighton patroller in order to fulfill the Patrol's obligation to Brighton Ski Resort.

The number of patrol shifts required will vary each ski season because of planned and actual resort opening and closing dates, ski conditions, including lift openings or closings, and the staff required for holidays. The number of shifts required of each patroller may also change during the ski season as the number of active and available full-time patrollers may change, and Brighton Resort may request additional volunteer patroller staffing.

The requirement for days, nights, or swing shifts is met by scheduling to patrol on the Patrol web site and patrolling on the scheduled shift. This policy recognizes that shift obligations may be met during the ski season by providing Avalanche, OEC, Ski & Toboggan and new candidate and transfer training to the Brighton Patrol.

The ski season and patrol shift requirements are per trimester for day shifts and per ski season for night and swing shifts. The trimesters are specified at the beginning of each ski season from the anticipated opening date to the projected closing date of the season. The beginning or ending date of the season can change depending on snow and mountain conditions.

Patrol Web Site Shift Scheduling

No later than the date of the annual OEC refresher, the Patrol Directors will determine the initial patrol day shift requirements for the ski season and the dates by which patrollers are asked to schedule those requirements per trimester. If the condition of the mountain permits an earlier resort opening the trimester periods may shift to accommodate the resort.

To provide a fair opportunity to all patrollers to both schedule and patrol the required day shifts each trimester, patrollers are asked to schedule only three of the required shifts within the first 72 hours after a trimester's scheduling is open. Thereafter, patrollers may schedule the remaining day-shift requirements.

The directors will monitor specific requirements that may affect a trimester in providing even and consistent staffing.

Shift Substitutions

Patrollers are asked to request substitutes and to substitute for a patroller by using the patrol web site. Under circumstances where it is not possible to use the web site, both patrollers are asked to notify a Director as soon as possible so that credit for having patrolled the shift is correctly assigned.

Patrol Training

The Brighton Patrol recognizes that during the ski season, Avalanche, OEC, Ski & Toboggan, and new candidate and transfer training requires training staff to be present on the hill on scheduled days from the morning meeting until day sweeps are down and clear. These patrollers will be credited with one-day shift for each day of instruction. Training staff members must sign up on the web calendar and sign in on the

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day of training at the resort. The Brighton Patrol encourages its members to serve in official positions with the NSP or Intermountain Division, such as division trainers and national or division board members.

Patrol Day-Shift Requirement-full time

Each patroller is required to patrol a minimum of (5) day shifts the first trimester, (6) day shifts the second trimester and (5) day shifts the third trimester.

Patrol Day-Shift Requirement-part time

Each part time patroller is required to patrol a minimum of (3) day shifts per trimester in each of the three trimesters, or the number of day shifts designated by the Patrol Directors. Each part time patroller is required to be a member of a night team and fulfill the required nights within the team. The part time patroller position is limited to a specific number of patrollers determined by the directors on a season by season basis.

Weekend patrol teams

- Crest
- Snake
- Western
- Milly

Crest / Snake patrollers can ski between the two lifts during the day. The team assignment eliminates confusion with who is assigned to what mountain / lift.

First Trimester (8 weekends)

- Starts – Saturday November 14, 2020
- Concludes – Sunday January 3, 2021
- Holiday support
 - 11/26, 11/27 – Thursday, Friday after Thanksgiving – 4 slots each day
 - 12/21, 12/22, 12/23, 12/24, 12/25, 12/28, 12/29, 12/30, 12/31, 01/01 – Christmas – New Year holiday period – 4 slots each day
 - A patroller cannot fulfill more than 2 of their commitment shifts from Holiday dates listed above.

Second Trimester (8 weekends)

- Starts – January 4, 2021
- Concludes – February 28, 2021
- Holiday support –
 - 1/18 - Martin Luther King - 4 slots available
 - 2/15 – Presidents Day- 4 slots available
 - A patroller cannot fulfill more than 2 of their commitment shifts from Holiday dates listed above

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Third Trimester (8 weekends)

- Starts – March 1, 2020
- Concludes – April 25, 2020

Shift Sign up guidelines

- Each patroller will sign in on the patrol website for the weekend days that fit their schedule.
 - Saturday and Sunday sign-ups will be a pool of patrollers for each day.
 - The directorship will select the required number of patrollers from the pool to provide adequate coverage to the open mountains / lifts.
 - Staffing numbers may be expanded to provide addition patrollers to cover set up, tear down or other work details to support the resort.
 - The people who are not selected to ski the weekend days will be notified and not required to patrol.
 - The unassigned patrollers will be credited for rostering on the patrol website.
 - The shift will be credited against the required number of shifts for the trimester.
- Ski passes are issued only when a patroller signs for duty on the patrol's web scheduling calendar.
 - Saturdays – 19 patrollers / 1 volunteer leader / no swing shift
 - Crest 7 patrollers (includes coverage for Majestic and Explorer)
 - Snake Creek 3 patrollers
 - Western 3 patrollers
 - Milly 3 patrollers
 - Flex patrollers 4 – volunteer leader is included
 - Saturdays – 19 patrollers / 1 volunteer leader / with a swing shift
 - Crest 7 patrollers (includes coverage for Majestic and Explorer)
 - Swing Shift – 5 patrollers
 - Must sign in on the computer and be at Crest top by 1400 Hours
 - Swing shift patrollers staff Crest. This will ensure the night staff is inplace.
 - Snake 3 patrollers
 - Western 3 patrollers
 - Milly 3 patrollers
 - Flex patrollers 4 – volunteer leader is included
 - Sundays – 19 patrollers / 1 volunteer leader
 - Crest 7 patrollers (includes coverage for Majestic and Explorer)
 - Snake Creek 3 patrollers
 - Western 3 patrollers
 - Milly 3 patrollers
 - Flex patrollers 4 – volunteer leader is included

Patrol Night-Shift Requirement

Night shifts for the ski season are assigned to specific Night Teams at the beginning of the season. Each Night Team, under the direction of the Night Team Leader, is responsible to schedule team members for each night shift assigned as early as possible at the beginning of the ski season. Each full and part time patroller is required to patrol a minimum of three (3) night shifts per ski season as part of a Night Team.

There are 11 Night teams

- A night team shift will consist of
 - 2 Crest toboggan handlers

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- 1 non toboggan handler
- Time requirement.
 - Two patrollers report to the top of Crest lift– 6:00 pm
 - One patroller reports to the top of Crest lift – 6:30 pm
- *Night skiing will start December 14th, 2021 – best guess*
- *Night skiing will conclude April 6th, 2021 – best guess*

Patrol Swing-Shift Requirement

Each full and part-time patroller is required to patrol a minimum of 1 Saturday swing shift per ski season. If the swing shifts requirements cannot be fulfilled the Directors may request additional fulfillment of swing shifts.

Failure to Meet Requirements

Throughout the ski season and in January, the Directors will review whether the Patrol's scheduling and patrol requirements are functioning and meeting Brighton Resort's needs. The Directors' review is for the purpose of keeping the Patrol and Brighton Resort informed of any need to adjust scheduling and patrolling requirements.

The review is also intended as an opportunity for the Directors to address any circumstances or events that may affect a patroller's opportunity to schedule shifts or availability to patrol. Patrollers are encouraged at any time to notify the Directors of any reason that may limit their availability.

The Directors' review is also for the purpose of recognizing and accommodating to the extent possible personal, family, and employment circumstances and events that may affect any patroller.

If the Directors identify a patroller who has not or is not likely to meet the Patrol's requirements, the Directors will meet with the patroller. The purpose of the meeting is for the Directors and the patroller to discuss the patroller's circumstances and to reach an agreement that will allow the patroller to meet the requirements.

During the following trimester the patroller will forfeit their benefit privileges. If the patroller does not meet the required guidelines as agreed, the patroller will be placed on suspension. The patroller will be given another trimester without benefits to meet the agreed upon guidelines. If the patroller cannot meet the agreement the patroller will be asked to leave the patrol.

Ski passes, Ski Credits, Training programs,

The patrol training programs will be built / maintain 4 components. Upon completion of the 4 components a member will be considered a "Brighton Patrol" member with specified benefits for years of service.

- S&T
- OEC course
- OEC scenarios
- Mentoring program – time defined

Benefit program for a "Brighton Patroller" who has completed the 4 required components

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First year patroller and First year transfers (2020 – 2021 is the year / season you begin)

- Seasons Pass only

Second year patrol and on:

- **Blackout dates are:**
 - **Dec 19, 2020 – Jan 3, 2021**
 - **Jan 16-18, 2021**
 - **Feb 13-15, 2021**
- Seasons Pass
- Passes provided by the resort on a trimester basis.
 - Passes are issued to a Debit card
 - Example of issuing of passes if the season requirement is based upon the following
 - 16-day shifts (one shift would be a swing shift)
 - 3-night shifts
 - 16 total passes maximum for regular patrol shifts listed above
 - First Trimester – 7 passes
 - Second Trimester – 6 passes
 - Third Trimester – 3 passes
 - Senior patrollers will receive 2 extra passes at the beginning of the first trimester – 9 passes
 - Skiing for family benefit program in lieu of working shift passes – per yearly resort program
- Work shifts are defined as
 - day shift – morning meeting to final evening sweeps
 - combined day shift and swing shift on Saturday morning meeting until final evening sweeps
 - night shift – 6:00 pm until closing
 - Swing shift early check in by 2:00 – Crest top

Training program benefits

- Full time candidates or transfers working on training components to become a “Brighton Patroller” will be eligible for special ski privileges on non-training days. The candidate or transfer must check in at the sports desk located in the Brighton Center.
 - The candidate or transfer must present acceptable ID to the staff of the sport’s desk.
 - List of candidates and transfers will be provided by the directors
 - The candidate or transfer will be eligible to ski / board 3 times during the week
 - Rules from the mentoring book would apply.
- Upon completion of the training program and passing all required evaluations the candidate or transfer will be considered a 1st year “Brighton Patroller” eligible for a season’s pass only.
- During training if a candidate does not complete or pass the required evaluation. The candidate maintains a position in a training status. No season pass will be extended. Training privileges only.