

ORDINANCE No. 187534

- * Authorize the restoration of Kelly Days to Portland Fire & Rescue Deputy Chiefs in the Emergency Operations Division. (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The work schedule for Portland Fire & Rescue (PF&R) Deputy Chiefs in the Emergency Operations Division (EOPS) consists of 24 hours on duty followed by 48 consecutive hours off duty, effectively a 24-hour shift every third day. This 24/48 schedule results in 112 scheduled hours per pay period.
2. All other PF&R EOPS fire fighters on 24-hour schedules receive scheduled relief days (Kelly Days) every thirteenth shift throughout the year as specified in the contract with the Portland Fire Fighters Association (PFFA), resulting in a standard work schedule of approximately 103 hours per pay period.
3. Historically, PF&R provided Kelly Days to Deputy Chiefs in EOPS even though it is a non-represented position and not subject to the PFFA contract. Without a Kelly Relief officer, these days were filled with overtime.
4. Kelly Days for Deputy Chiefs were eliminated as part of the FY 2013-14 Adopted Budget to reduce PF&R's overtime costs when a budget subcommittee determined this benefit should not extend to non-represented staff.
5. EOPS Deputy Chiefs did not receive increased compensation for this increase in workload. As a result, the elimination of Kelly Days decreased the hourly wage for EOPS Deputy Chiefs, compressing the wage differential between the Battalion Chief and Deputy Chief ranks to only \$0.09 per hour at the top step in each class after the inclusion of premium pay.
6. Restoring Kelly Days to PF&R's EOPS Deputy Chiefs will reduce wage compression to ensure adequate interest in taking on the more significant responsibility of promotion from Battalion Chief to Deputy Chief. It will also realign the EOPS Deputy Chiefs' schedules and workloads with the remainder of PF&R's frontline fire fighters.
7. Restoring Kelly Days for PF&R's EOPS Deputy Chiefs will not increase overtime or personnel costs as those shifts will be part a 40-hour Deputy Chief's regular schedule.

NOW, THEREFORE, the Council directs:

- a. That the Director of the Bureau of Human Resources is hereby authorized to reduce the scheduled hours for 24/48 schedule Deputy Chiefs in EOPS in order to

reinstate Kelly Days and establish a schedule of 103.38 hours for these employees.

Section 2. The Council declares that an emergency exists to restore Kelly Days to PF&R EOPS Deputy Chiefs; therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council: DEC 30 2015

Commissioner: Dan Saltzman
Prepared by: Carol Boucher
Date Prepared: Nov 2, 2015

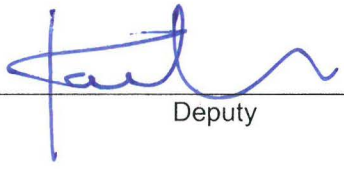
Mary Hull Caballero
Auditor of the City of Portland

By *Gayla Jennings*
Deputy

1359 -
Agenda No.
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Title

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<p>INTRODUCED BY Commissioner/Auditor: Commissioner Dan Saltzman</p> <p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Hales</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p> <p>BUREAU APPROVAL</p> <p>Bureau: Portland Fire & Rescue Bureau Head: Erin A. Janssens, Fire Chief</p> <p>Prepared by: Carol Boucher Date Prepared: Nov 3, 2015</p> <p>Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p> <p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>City Auditor Office Approval: required for Code Ordinances</p> <p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter</p> <p>Council Meeting Date 11/25/2015 12/30/2015</p>	<p>CLERK USE: DATE FILED <u>DEC 22 2015</u></p> <p>Mary Hull Caballero Auditor of the City of Portland</p> <p>By:  Deputy</p> <p>ACTION TAKEN:</p>
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<p>AGENDA</p> <p>TIME CERTAIN <input type="checkbox"/> Start time: _____</p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p> <p>CONSENT <input type="checkbox"/></p> <p>REGULAR <input checked="" type="checkbox"/> Total amount of time needed: <u>5 min</u> (for presentation, testimony and discussion)</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 30%;">FOUR-FIFTHS AGENDA</th> <th colspan="2">COMMISSIONERS VOTED AS FOLLOWS:</th> </tr> <tr> <th></th> <th>YEAS</th> <th>NAYS</th> </tr> <tr> <td>1. Fritz</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>2. Fish</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>3. Saltzman</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>4. Novick</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>Hales</td> <td style="text-align: center;">✓</td> <td></td> </tr> </table>	FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:			YEAS	NAYS	1. Fritz	✓		2. Fish	✓		3. Saltzman	✓		4. Novick	✓		Hales	✓	
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