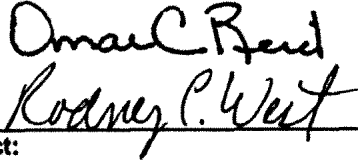


TO: Mayor via City Secretary REQUEST FOR COUNCIL ACTION

SUBJECT: Amendment to the Fire Classified Personnel Ordinance	Category #	Page 1 of 2	Agenda Item #		
FROM (Department or other point of origin): Houston Fire Department	Origination Date	Agenda Date			
DIRECTOR'S SIGNATURE: Rodney West, Acting Fire Chief Omar Reid 	Council District affected: All				
For additional information contact: Suzanne Chauvin (Legal) (832) 393-6219 Rodney West (HFD) (832) 394-6731	Date and Identification of prior authorizing Council action: Ordinance No. 2015-0192; March 4, 2015				
RECOMMENDATION: (Summary) The Fire Department requests that Council approve an Ordinance authorizing the amendment of the Fire Classified Personnel Ordinance to add one (1) Senior Communications Captain position.					
Amount and Source of Funding: \$13,287.64 for FY15 and FY16. General Fund (1000)					
<u>FOR SETTLEMENT PURPOSES ONLY</u>					
<u>SPECIFIC EXPLANATION:</u> The Chief of the Fire Department and the Director of Human Resources recommend City Council adopt an Ordinance authorizing amendment of the Fire Classified Personnel Ordinance to add one (1) Senior Communications Captain position to accommodate a court approved settlement in the case styled <i>O'Neal and Dugar v. City of Houston</i> , C.A. No. 4:14-cv-00236, in the United States District Court for the Southern District of Texas. The plaintiffs, Isaac O'Neal and James Dugar, filed suit against the City of Houston alleging discrimination and disparate treatment resulting from the promotional process with the Houston Fire Department's 2008 Communications Captain exam. On March 3, 2015, the federal district court entered its order on motion for partial dismissal and approval of the settlement agreement, subject to Council approval, promoting Mr. Dugar to Senior Communications Captain. The City shall carry this additional position until such time as Mr. Dugar leaves his remedial promotion rank, at which time the position will be eliminated. The effective date of the vacancy created by Mr. Dugar's promotion will be the date Council approves the ordinance. Mr. O'Neal's claim has not been resolved at this time. Incremental costs are included in the current FY15 budget and will be included in the FY16 budget.					
<u>Amendment of Fire Classified Personnel Ordinance</u> Amendments to the current Fire Department Classified Personnel Ordinance 2015-192 are as follows:					
A. Increase the number of positions for Senior Communications Captain					
Classification	Current # of Positions	Change	Proposed # of Positions	FY15 Incremental Cost	FY16 Incremental Cost
Senior Communications Captain	17	1	18	\$2,415.94	\$10,871.70

Date	SUBJECT: Amendment to the Fire Classified Personnel Ordinance	Originator's Initials	Page 2 of 2
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REQUIRED AUTHORIZATION	Other Authorization:	Other Authorization:
Other Authorization:		