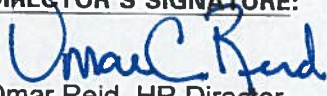
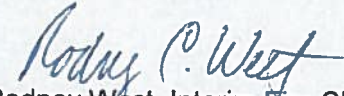


TO: Mayor via City Secretary REQUEST FOR COUNCIL ACTION

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:  Omar Reid, HR Director  Rodney West, Interim Fire Chief	Council District affected: All													
For additional information contact: Suzanne Chauvin (Legal) (832) 393-6219 Lisa Campbell (HFD) (832) 394-6742	Date and identification of prior authorizing Council action: Ordinance No. 2015-0753; August 5, 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: \$5,883.85 for FY16. General Fund (1000)														
FOR SETTLEMENT PURPOSES ONLY														
SPECIFIC EXPLANATION:														
<p>The Interim 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.</p> <p>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 August 25, 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. O'Neal to Senior Communications Captain contingent upon his passing the October 2015 Senior Communications Captain promotional examination. The City shall carry this additional position until such time as Mr. O'Neal leaves his remedial promotion rank, at which time the position will be eliminated. The effective date of the vacancy created by Mr. O'Neal's promotion will be the date Council approves the ordinance. Mr. Dugar's claim was previously resolved. Incremental costs are included in the current FY16 budget.</p>														
<u>Amendment of Fire Classified Personnel Ordinance</u>														
Amendments to the current Fire Department Classified Personnel Ordinance 2015-0753 are as follows:														
A. Increase the number of positions for Senior Communications Captain														
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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:		