



City of Cleveland Memorandum
Frank G. Jackson, Mayor

INTER-OFFICE CORRESPONDENCE

To: Martin Flask, Director
Department of Public Safety

Date: April 14, 2008

From: Paul Stubbs, Chief
Division of Fire

Subject: Charter Review
Recommendation

Director, per your request please find my recommended revisions to the Public Safety section of the City of Cleveland Charter.

Cc: File

§ 118 The fire force shall consist of a Chief, **(6) Deputy Chiefs of Fire and (4) Commanders of Fire** and such other officers, *firefighters* and employees as may be provided by ordinance or resolution of the Council. **The Mayor may appoint a 7th Deputy Chief and/or a 5th Commander to protect the people from homeland security threats or for any reason determined to best serve the public interest.** In the case of riot, conflagration, or like emergency the Mayor may appoint additional *firefighters* and officers for temporary service who need not be in classified service. **The Fire Chief shall be appointed by the Mayor from the Division of Fire from the rank of Deputy Chief/Assistant Chief or Battalion Chief through an assessment process as determined by Civil Service. If an insufficient number (less than 3) of Deputy Chiefs/ Assistant Chiefs or Battalion Chiefs submit themselves for consideration to the position of Chief of the Division then a Commander with a minimum 3 years experience may be considered. The Fire Chief will appoint the position of Deputy Chief from the ranks of Assistant Chief or Battalion Chiefs; Commanders from the rank of Battalion Chief, Captain or Lieutenant. The position of Deputy Chief will be created upon the separation of current Assistant Chiefs; Commander positions upon the separation of current Battalion Chiefs, Captains or Lieutenants such that the current civil service eligibility list has expired. Upon termination of their service as Deputy Chief or Commander of Fire they shall revert to the civil service status held by them at the time of their appointment in so far as it is competent for this charter to provide.** The Fire Chief shall have exclusive control of the stationing and transfer of all *firefighters* and other officers and employees constituting the Fire Force under such rules and regulations as may be established by the Mayor or by the director of the department of which the said Fire Chief may be immediately responsible.

Key: Regular type = existing language and "Firefighter" replaces "Firemen"
Bold type = New language
Bold Type Underlined = New language that mimics the police section

You are the CEO of a company with 80 million dollar budget with 900 employees. You are not allowed to determine who you hire, fire or promote. Even your innermost circle of trusted confidants is decided by others from a 6 hour test 5 to 10 years old. This testing procedure measures (attempts) many employee skills sets, but it does **not** measure long term dedication and loyalty. It does **not** measure the most important employee skill past work experiences. You know more of a person's work ethic, skill levels, knowledge base, and interpersonal communication skills over a 5 to 15 year period than any one day testing procedure. In fact from that inner circle comes your replacement if you should falter.

Many changes have been proposed to the Charter Commission. All proposals are well intended to increase efficiency, reduce cost, eliminate redundancy, or meet the challenges in a changing employment environment. I am sure some proposals included all these elements. Council is seeking changes to antiquated, cumbersome and redundant campaign requirements. Some directors are asking for one trusted assistant while others are seeking whole departments. I am seeking to allow members of Division of Fire to serve in a greater capacity and be rewarded for their efforts. The plan proposed transfers ten of 237 promoted "classified" positions to "unclassified". These positions filled by volunteers. It does not create nor eliminate any jobs. The Division of Fire will become more productive. The city administration will gain 10 "unclassified" but not "at will" employees. The citizens of Cleveland will be better served. This proposal protects the sanctity of Civil Service and increases efficiency while maintaining the primary goal of the "Public's Safety".

POLICE

<u>Previous</u>	<u>Revised (1988)</u>
Chief	<i>Chief</i>
Inspector	<i>Deputy Chief</i>
Deputy Inspector	<i>Commander</i>
Captain	Captain
Lieutenant	Lieutenant
Sergeant	Sergeant

FIRE

<u>Present (1931)</u>	<u>Proposed (2008)</u>
Chief	Chief
Assistant Chief	<i>Deputy Chief</i>
	<i>Commander</i>
Battalion Chief	Battalion Chief
Captain	Captain
Lieutenant	Lieutenant

Parity

<u>Fire (2009)</u>	<u>Police (2009)</u>
Chief	<i>Chief</i>
<i>Deputy Chief</i> (6)	<i>Deputy Chief</i> (4)
<i>Commander</i> (4)	<i>Commander</i> (11)
Battalion Chief	Captain
Captain	Lieutenant
Lieutenant	Sergeant

10 discretionary supervisors out of approx 900

15 discretionary supervisors out of approx 1500

¹**Bold** type is promotion by rank order testing leading to a classified position.

²*Italicized* type is promotion based on resume, interview and professional experience.