



CITY OF OAKLAND

FILED
OFFICE OF THE CITY CLERK
OAKLAND

AGENDA REPORT

2014 OCT -2 PM 4:24

TO: HENRY L. GARDNER
INTERIM CITY ADMINISTRATOR

FROM: Anil Comelo

SUBJECT: Amendment to Ordinance No. 12187 CMS
(The Salary Ordinance)

DATE: October 14, 2014

City Administrator
Approval

Date

10/2/14

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends that Council Adopt an Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to Create the Classification of Fire Fighter Paramedic Trainee

OUTCOME

The Salary Ordinance amendment is proposed to create a new classification in the Oakland Fire Department that will mirror the existing Fire Fighter Trainee classification and feed directly into the sworn Fire Fighter Paramedic classification following training academy attendance. The trainee will be responsible for learning fire technology, emergency medical services, fitness and health, and departmental procedures.

BACKGROUND/LEGISLATIVE HISTORY

The Salary Ordinance (Ordinance No. 12187 C.M.S.) establishes salaries and other terms and conditions of City employment including the classification titles of positions. It is amended by City Council as needed to accommodate the City's evolving classification needs. Pursuant to the Personnel Manual (Civil Service Rules), Section 302(b), classification specifications are prepared, maintained and amended by the Personnel Director with the approval of the Civil Service Board. At the August 21, 2014 meeting, Human Resources Management (HRM) staff presented the classification specification for Fire Fighter Paramedic Trainee to the Civil Service Board and it was adopted by the Board.

ANALYSIS

The proposed action is recommended to provide an appropriate title and pay grade to the new position. The Fire Fighter Paramedic Trainee classification is necessary to address a staff shortage in the sworn classification of Fire Fighter Paramedic. Fire Fighter Trainee candidates, after graduating from the sixteen (16) week training academy, serve an eighteen (18) month probationary period as a Fire Fighter. Thereafter, viable Fire Fighter candidates can pursue advancement into the Fire Fighter Paramedic classification. The current mechanism to fill Fire

Item: _____
Finance & Management Committee
October 14, 2014

Fighter Paramedic vacancies is time consuming and has affected the department's ability to provide services. Establishing this new classification will provide a new path for staffing the Fire Fighter Paramedic positions and supplement the existing path from Fire Fighter to Fire Fighter Paramedic.

PUBLIC OUTREACH

No public outreach was required.

COORDINATION

The Oakland Fire Department initiated the creation of the classification of Fire Fighter Paramedic Trainee to meet its operational need to have a position which could feed into sworn Fire Fighter Paramedic vacancies. Development of the proposed specification was coordinated with Employee Relations. The classification specification for the position was presented to the Civil Service Board for approval at its August 21, 2014 meeting. Public notices regarding the Salary Ordinance amendment by City Council and Civil Service Board action to approve the classification are posted pursuant to the provisions of the California Brown Act and City of Oakland Sunshine Ordinance.

COST SUMMARY/IMPLICATIONS

The Oakland Fire Department has Fire Fighter Paramedic vacancies in the budget; salary savings from those vacancies will fund the Fire Fighter Paramedic Trainees who are hired to participate in the paramedic academy. The rate of pay for a Fire Fighter Paramedic Trainee is \$15.85 per hour while the Trainee participates in the academy.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

Social Equity: There are no social equity opportunities associated with this report.

For questions regarding this report, please contact Kip Walsh, HR Manager, Recruitment & Classification, at (510) 238-7334.

Respectfully submitted,



Anil Comelo
Director of Human Resources Management

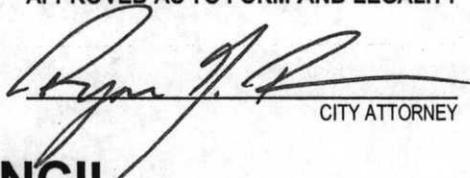
Reviewed by:
Kip Walsh, HR Manager, Recruitment & Classification

Prepared by:
Jaime Pritchett, Principal HR Analyst, Recruitment & Classification

Attachments

- 1) Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to Create the Classification of Fire Fighter Paramedic Trainee

FILED
INTRODUCED BY THE CITY CLERK
BY COUNCILMEMBER _____


CITY ATTORNEY

2014 OCT -2 PM 3:23

OAKLAND CITY COUNCIL

ORDINANCE No. _____ C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO CREATE THE CLASSIFICATION OF FIRE FIGHTER PARAMEDIC TRAINEE

THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

Section 1. Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended as set forth below. Additions are indicated by underscoring and deletions are indicated by ~~strike through type~~; portions of ordinances not cited or not shown in underscoring or strike-through type are not changed.

Section 2. Effective upon passage, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit US1.80.002 Pay Grade Table to read as follows:

Classification Title	Class No.	Salary Step
Fire Fighter Paramedic Trainee	PS _____	Step 1 15.85

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 2014
PASSED BY THE FOLLOWING VOTE:

- AYES- BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN
- NOES-
- ABSENT-
- ABSTENTION-

ATTEST: _____
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

DATE OF ATTESTATION: _____

**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S.
("SALARY ORDINANCE") TO CREATE THE CLASSIFICATION OF FIRE FIGHTER PARAMEDIC
TRAINEE**

DIGEST

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Create The
Classification Of Fire Fighter Paramedic Trainee
