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Liz,

I left you voice mail messages, but thought I should get this to you immediately, because we seek a timely resolution. The City Council report on this topic states the following

"...the CRO assignment is limited to the term of the grant and will result in temporary backfill through the ranks, including temporarily filling an additional Firefighter position during the grant period. No new regular positions will be created. There is no funding commitment to the City or expectation on the part of 100 RC and the Rockefeller Foundation, that funding for the additional position will remain at the conclusion of the grant."

Our intent is to backfill the Division Chief and Captain positions from our promotional lists. These positions would be treated exactly the same as our SAFER funded positions and candidates would receive a letter stating that these are temporary in nature and not Civil Service positions. When the funding ends, so do the temporary provisions and the individuals would revert to their previous position. The reasons for doing this would be for management flexibility and operational efficiency.

Jill Kovacs feels we can only backfill through extended acting assignments. This would not work for a number of reasons. First, if a Captain is assigned as a long term acting Division Chief, He/She would not be exempt from overtime and would fall under the MOU obligations of Local 689. Division Chiefs do not receive overtime, career development incentive, paramedic differential, among other compensable issues Captains are entitled to, making this an acting assignment would negatively impact the budget. This would obviously severely limit my ability to assign this individual work and impact managerial flexibility. Also, acting assignments can be superceded for a number of reasons and could easily result in a carousel of individuals filling these assignments. This creates inconsistencies and operational inefficiency. John has made it clear that he does not endorse Y-rates or extended acting, unless absolutely necessary, for these reasons. In this case I believe there is a better solution.

Additionally, erroneous information provided by HR has created a time sensitive issue. Originally, we were told that the current Captain promotional list expired on February 23, 2014. I have scheduled interviews per that information. Yesterday, we were informed that the list actually expires on January 30, 2014. This makes the resolution of this matter that much more urgent. If we cannot resolve this to address the issues I've raised, I would be reluctant to recommend the Fire Department continue with this program. Another consideration is the fact that we are also currently developing the Community Paramedicine Pilot Project, which calls for outside funding for 3 more positions. All told between the 2 projects there is over 2 M dollars on the table.

