



City of Margate

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Meeting Minutes Civil Service Board Special Meeting

Tuesday, October 20, 2015

4:30 PM

COMMISSION CHAMBERS

Present:

Roy Forrester, Chair
Carole Tolomeo, Vice Chair
Anthony Romano, Secretary/Chief Examiner
Ty Vassil
Paul Barasch

Also Present:

Eugene M. Steinfeld, City Attorney
Jackie Wehmeyer, Director of Human Resources
Cindy Lavish, Human Resources
Dan Booker, Interim Fire Chief
Rick Donahue, Division Chief

The regular meeting of the Civil Service Board was called to order at 4:30 p.m. by Chair Roy Forrester in the Commission Chambers, Margate City Hall. The Pledge of Allegiance was recited and attendance was noted by the roll call.

1) DISCUSSION AND POSSIBLE ACTION

REQUIREMENTS FOR PROMOTION TO FIRE CAPTAIN.

Ty Vassil explained that some of the members in the Fire Department wanted clarification on the requirements. He noted that Section 30-54A of the code needed to be updated, and he asked that the board review Section 30-54A pertaining to additional requirements for firefighters; promotions. He stated that currently firefighters, driver engineers and lieutenants were able to apply for the captain position. He explained that prior to the battalion chief being added, the rank structure went from firefighter to lieutenant, to captain, which was a shift commander. He said that some years ago, to be consistent with the county's rank structure, the Fire Department changed the position of rescue lieutenant to lieutenant. He added driver engineer became a position at that same time. He noted that since he was hired, the City allowed firefighters to test for the position of captain, while jumping over the rank of lieutenant or driver engineer.

The following motion was made by Mr. Vassil, seconded by Mr. Barasch:

MOTION: TO CHANGE SECTION 30-54A TO; (1) LIEUTENANT/DRIVER ENGINEER: 4 YEARS AS A FIREFIGHTER; (2) CAPTAIN: 3 YEARS AS A LIEUTENANT/DRIVER ENGINEER, IN ORDER TO TEST FOR THE POSITION OF CAPTAIN.

Anthony Romano stated that the lieutenant/driver engineer would be an equivalency in rank. He thought that going from firefighter to lieutenant was one promotion and to go from firefighter to driver engineer was a separate promotion. He said that he previously suggested having a sergeant to lieutenant type promotion. He explained that going from a firefighter to driver engineer would be like a sergeant step rather than a lieutenant step. He questioned why a driver engineer rank and a lieutenant rank were needed if both were considered being the equivalent. He also asked whether the pay grade was the

same.

Mr. Vassil explained that currently, the seniority structure driver engineer and lieutenant were treated equally by the way vacations were picked and by seniority. He noted that there was a difference in pay of about \$200.00. He expressed concern about skipping over the rank of lieutenant to get to captain, because firefighters currently were able to test for the position of captain having never been a driver engineer. He noted that driver engineer was a skilled position while a lieutenant was an officer position.

Jackie Wehmeyer, Director of Human Recourses, stated that after reviewing the union contract she determined that seniority lieutenant and driver engineer were on the same level. She noted that when considering compensation, the pay for driver engineer was 7% over firefighter and lieutenant was 10% over firefighter; therefore, indicating a difference in pay between those two ranks.

Mr. Romano asked if a firefighter could take a test to be a captain or if a firefighter had to be a driver engineer or lieutenant.

Mrs. Wehmeyer answered that was not the practice.

Further discussion ensued about the equality of the positions.

ROLL CALL: Mr. Barasch, Yes; Mr. Vassil, Yes; Mr. Romano, Yes; Ms. Tolomeo, Yes; Chair Forester, Yes. The motion passed 5-0.

3) PUBLIC DISCUSSION

There was no public discussion.

4) GENERAL DISCUSSION

There was no general discussion.

There being no further business, the meeting adjourned at 5:15 p.m.

Respectfully submitted,

Prepared by: Theresa Jones

Roy Forrester, Chair