

CITY COUNCIL MEETING
MAY 7, 1986

22

DESIGNATE FIRE SHIFT
SUPERVISORS AS MID-
MANAGEMENT EMPLOYEES

RES. NO. 86-72

CC-34

Following introduction of the matter by Staff, Council, on motion of Council Member Pinkerton, Olson second, adopted Resolution No. 86-72 designating Fire Shift Supervisors as mid-management employees, effective April 15, 1986, and authorizing the crediting to each Fire Shift Supervisor of 12 hours of Administrative Leave as of that date.

COUNCIL COMMUNICATION

TO: THE CITY COUNCIL

DATE

NO.

FROM: THE CITY MANAGER'S OFFICE

April 30, 1986

SUBJECT: FIRE SHIFT SUPERVISORS

RECOMMENDED ACTION: That the City Council designate Fire Shift Supervisors as mid-management employees.

BACKGROUND INFORMATION: The Fire Shift Supervisors have been a part of the represented employees in the Fire Service. They are responsible not only for the activities in Fire Station #1, but for Stations #2 and #3 as well. During hours a "Chief Officer" is not on duty, they assume the fire ground command. They are paid extra for this extra responsibility. We look upon them as being a part of the management team but they also do much the same work as a Fire Captain, so they are not really "fish or foul".

The Fair Labor Standards Act has forced our hand. Fire Shift Supervisors certainly meet the requirements for exemption from the regulations of the FLSA. However, to exempt them and not the people who serve under them puts them in the position of possibly receiving less compensation in terms of overtime pay. We were successful in negotiating them out of the bargaining unit and should also exempt them from FLSA coverage as we have Police Sergeants and Lieutenants.

By exempting Fire Shift Supervisors, we do not pay overtime for extra hours worked, staff meetings, etc. We do intend to pay them overtime if they are called in to fill a full shift. Because they work a 56 hour week, it is appropriate to give them 120 hours of administrative leave rather than 80 which gives them 5 shifts off per year.

We are recommending this change be effective April 15, 1986 and to credit each Fire Shift Supervisor with 12 hours of Administrative Leave.

Respectfully submitted,



Jerry L. Glenn
Assistant City Manager

JLG/lh

RESOLUTION NO. 86-72

RESOLUTION OF THE LODI CITY COUNCIL
APPROVING THE ASSIGNMENT OF THE FIRE SHIFT SUPERVISOR
CLASS TO MID-MANAGEMENT

RESOLVED, that the City Council of the City of Lodi does hereby approve the assignment of the Fire Shift Supervisor Class to Mid-Management.

BE IT FURTHER RESOLVED, that this assignment will be effective April 15, 1986 and that each Fire Shift Supervisor will be credited with twelve (12) hours of Administrative Leave as of that date.

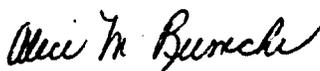
Dated: May 7, 1986

I hereby certify that Resolution No. 86-72 was passed and adopted by the City Council of the City of Lodi in a Regular Meeting held May 7, 1986 by the following vote:

AYES: Council Members - Hinchman, Olson, Pinkerton, Snider, and Reid (Mayor)

NOES: Council Members - None

ABSENT: Council Members - None


ALICE M. REIMCHE
City Clerk