

City of Portland

Civil Service - Employment Subcommittee



Monday, June 16, 2025 at 8:30 AM

To submit written public comment on an agenda item, email atorregrossa@portlandmaine.gov. Submissions must be received by 12:00 pm on Friday, June 13 to guarantee their inclusion in the agenda packet. All submissions must include the commenter's name and legal address. To help ensure your comment is submitted for the correct item, please include the name of the agenda item (see below).

REMOTE ACCESS INFORMATION:

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1. Call to Order
2. New Business
 - a. Review proposed changes to Fire Department Civil Service Rules
 - i. Revised Rules
 - ii. Public Comment
3. Adjournment

**ARTICLE I
FIRE DEPARTMENT HIRING**

Sec. 1.1. Hiring process and requirements.

The following outlines the steps in the Fire Department hiring process for all applicants for sworn positions other than those covered by Article IV of these Rules. Failure to successfully complete any step in the process shall result in automatic disqualification for that hiring cycle.

- A. ~~*Aptitude capacity test:* Applicants must first sit for the written, job-related aptitude capacity test.¶~~
 - 1. ~~The test will be held at least once every two years, as called for by the Fire Chief.¶~~
 - a. ~~The test shall be publicly advertised, and the application period shall be held open for at least fourteen days.¶~~
- B. ~~The test shall be administered by the Human Resources Department, and at least one member of the Employment Subcommittee shall be available by phone, if necessary.¶~~
 - 1. ~~The following must be provided to the Human Resources Department prior to sitting for the test:¶~~
 - a. ~~A high school diploma or GED certificate;¶~~
 - b. ~~A copy of a valid motor vehicle driver's license; and¶~~
 - c. ~~A fully completed job application.¶~~
 - d. ~~Proof of National Registry Certification of Basic Emergency Medical Technician (EMT-B), or proof of EMT-B class completion with a pending test date for certification ¶~~
- C. ~~70% is a passing score on the aptitude capacity test.~~

~~*Physical fitness test:* If applicants successfully pass the aptitude capacity test, they must take and pass the Candidate Physical Abilities Test (CPAT). Applicants must take and pass the Portland Physical Abilities Test (PPAT), or provide proof of passing the Candidate Physical Abilities Test (CPAT), within the previous twelve months.~~

- 1. The Fire Department shall sponsor the ~~CPAT~~ at least once in connection with each ~~hiring process~~~~aptitude capacity test~~.
- 2. Applicants may alternatively take the CPAT in another jurisdiction, at their own expense, and submit the results from the licensed jurisdiction to the

Department. Results must be submitted at least 14 days before oral interviews are scheduled.

- D. *Oral interview:* Applicants who pass the ~~CPPAT~~ (or CPAT) are eligible to be considered to participate in an oral interview.
1. Prior to participating in the oral interview, applicants must provide proof of the following:
 - a. A high school diploma or GED certificate;
 - b. A copy of a valid motor vehicle driver's license; a
 - c. A fully completed job application; and
 - d. National Registry Certification of Basic (or higher) Emergency Medical Technician (EMT-B), or proof of EMT-B class completion with a pending test date for certification. ~~a valid State of Maine Emergency Medical Technician license.~~
 2. Oral interviews shall be conducted by a panel consisting of one member of the Employment Subcommittee, and the Fire Chief's designees.
- E. Upon successful completion of the application process, applicants shall be part of the eligible applicant pool. The Fire Chief may evaluate eligible applicants based on all information collected in the hiring process and make a conditional job offer to any qualified applicant at ~~their~~~~his or her~~ discretion. Conditional employees must successfully complete the following requirements, and failure to do so will result in revocation of the conditional job offer.
1. A conditional employee must provide proof of the following:
 - a. Acceptable evidence of age; ~~and~~
 - b. Acceptable evidence of ~~citizenship or~~ eligibility to work in the United States; ~~and;~~
 - c. **Proof of National Registry Certification as an EMT-B or above if they did not do so at the time of interview.**
 2. A conditional employee must undergo a full background check, including local, state, and federal criminal history; **civil court records**; motor vehicle driving records; and credit history.
 3. A conditional employee must undergo a medical examination. The medical examination ~~shall be performed by a physician specified by the Employment Subcommittee, and~~ shall evaluate whether the conditional

employee can perform the essential functions of the job with or without accommodation.

4. A conditional employee must undergo a job suitability assessment.
 - a. The job suitability assessment shall be performed by a **licensed and qualified** psychologist ~~specified by the Employment Subcommittee.~~
 - b. The job suitability assessment shall **evaluatedetermine** whether the applicant can perform the essential functions of the job with or without accommodation.
 - c. The job suitability assessment shall also determine whether the conditional employee has any personality traits, behaviors, or characteristics that might adversely affect their performance.
 5. If any disqualification under this section can be corrected, the applicant may be returned to the pool of applicants and be eligible for hire upon furnishing satisfactory evidence that the disqualifying condition has been addressed.
- F. Any applicants who are not initially hired will remain in the applicant pool until they remove themselves from consideration, are removed for cause, or there is a new hiring cycle.

Sec. 1.2. Disqualifying criminal convictions and civil actions.

Members of the Fire Department hold a position of significant public trust, provide medical treatment to ill and injured individuals, routinely work in peoples' homes and businesses, and interact closely with the public when they are most vulnerable. Therefore, it is of the utmost importance that members of the Department pass criminal **and civil** background checks to ensure that they do not pose a threat to the Department or to the public.

The following criminal convictions **or civil orders** within the timeframes provided shall automatically disqualify an applicant for original hire **or promotion** to any sworn position, including those covered under Article IV of these Rules. **Criminal convictions shall include any other disposition where the candidate admits to the criminal behavior, including a deferred disposition.** The Fire Chief may waive any of these limitations where ~~they~~ **he or she** determines that the applicant does not pose a threat to the Department or to the public.

Conviction (or equivalent)	Disqualification period
Class A, B, or C	
1. Crime of violence	1. Permanent
2. Crime involving health care fraud	2. Permanent
3. Arson	3. Permanent

4. Drug related 5. All other 6. Multiple convictions	4. 10 years from discharge of sentence 5. 10 years from discharge of sentence 6. Permanent
Class D or E 1. Operating under the influence 2. Drug related 3. Crime of violence 4. All other 5. Multiple convictions	1. 5 years from discharge of sentence 2. 5 years from discharge of sentence 3. 10 years from discharge of sentence 4. 5 years from discharge of sentence 5. Permanent
Traffic offenses	One year from date of resolution
Protection from abuse or protection from harassment order	Three years from date of final order

Sec. 1.3. Disqualification of applicants by Employment Subcommittee or Fire Chief.

This section shall apply to all applicants for sworn positions other than those covered by Article IV of these Rules.

- A. After notice and an opportunity to be heard, the Employment Subcommittee or Fire Chief may disqualify an applicant or conditional employee for any of the following reasons:
 - 1. The applicant or conditional employee made a false statement of material fact during the hiring process;
 - 2. The applicant or conditional employee cheated or was otherwise dishonest during the hiring process;
 - 3. The applicant or conditional employee is unfit for duty;
 - 4. The applicant or conditional employee has excessively or illegally used alcohol or drugs; or
 - 5. The applicant or conditional employee is otherwise ineligible for appointment.

- B. If an applicant is disqualified during the application process, ~~they he or she~~ shall be allowed to continue through the process during the pendency of any appeal, unless the Fire Chief or Employment Subcommittee specifically finds that doing so would be detrimental to the applicant, the public, or the Department. However, no disqualified applicant shall be eligible for a conditional job offer unless and until any appeal is resolved in the applicant's favor.

**ARTICLE II
FIRE DEPARTMENT PROMOTIONS**

Sec. 2.1. Minimum requirements to be placed on ranked, certified promotional list

Promotions to the ranks of Lieutenant and Captain in the Fire Department shall be made from respective ranked certified promotional lists. In order to be placed on a ranked certified promotional list, promotional candidates must successfully complete all of the requirements set forth in this section. Failure to do so will automatically disqualify the candidate from the ranked certified promotional list for that promotional cycle.

A. *Assessment Center-Exam*

1. A candidate for promotion must successfully complete the assessment center ~~exam~~.
 - a. The assessment center ~~exam~~ shall be held at least once per year, unless the Fire Chief and the Fire Union agree in writing that no exam is necessary due to a lack of vacancies.
 - b. The exam shall be administered by ~~the Fire Chief's designees~~ *an independent third party*, and shall be scored.
 - c. The minimum passing score shall be 70%.
 - d. ~~Once placed on a ranked, certified promotional list, candidates must take and pass the assessment center exam each year in order to remain on the ranked certified promotional list.~~
 - e. *Candidates who successfully complete the assessment center will be eligible to participate in the interview process.*
2. Prior to sitting for the assessment center ~~exam~~, applicants must successfully complete the following:
 - a. Time in Service: Each candidate for promotion must have the minimum time in service, as required by § 2-59.4 of the City of Portland Code of Ordinances, prior to placement on the ranked certified promotional list. A candidate's time in service shall be certified by the Human Resources Department.
 - b. Training: A candidate for promotion must successfully complete any required trainings and obtain any necessary certifications, as established by the Fire Department. The required trainings and certifications shall be related to the candidate's ability to successfully perform the duties of the rank to which ~~they are~~ *she is* seeking promotion. Trainings must be completed prior to

sitting for the assessment center ~~exam~~, and completion shall be verified by the Fire Chief or ~~their~~ designee.

- c. Departmental Officer Candidate Program: A candidate for promotion must successfully complete the officer candidate program established by the Fire Department. The Officer Candidate Program must be successfully completed prior to ~~being eligible for promotion~~ sitting for the assessment center exam, unless otherwise agreed in writing by the Fire Chief.
- B. *Oral interview*: A candidate for promotion must pass an oral interview, which shall be scored out of ~~150~~25 points. A passing score on the oral interview shall be ~~90~~15 points.
- C. A candidate for promotion must undergo a full background check, including local, state, and federal criminal history; civil court records; motor vehicle driving records; and credit history.
- D. *Job suitability assessment*: ~~Prior to actual promotion, a candidate~~A candidate for promotion must have a current, satisfactory job suitability assessment. ~~in order to be placed and maintained on a ranked certified promotional list.~~ An assessment completed within the previous three years shall be considered sufficient to meet these requirements. The Fire Chief may, at any time at ~~their~~his or her sole discretion, require a candidate to undergo a new assessment.
 1. The job suitability assessment shall be performed by a licensed and qualified psychologist ~~specified by the Employment Subcommittee.~~
 2. The job suitability assessment shall determine whether the candidate for promotion can perform the essential functions of the promotional position with or without accommodation.
 3. The job suitability assessment shall also determine whether the promotional candidate has any personality traits, behaviors, or characteristics that might adversely affect ~~their~~his or her performance.

Sec. 2.2. Order of candidates on ranked certified promotional list.

- A. Tiered Ranked List.
 1. Except as provided in (2) below, ~~C~~ candidates shall be placed on the ranked certified promotional list in order of their score, with the highest scoring individual ranking first on the list.
 2. Candidates who have completed the officer candidate program at the time of promotion shall be placed on a ranked list in order of their scores.

Candidates who have not completed the officer candidate program at the time of promotion shall also be placed on the ranked list, in the order of their scores, but only after the list of fully qualified promotional candidates. They shall not be eligible for promotion unless and until they complete the officer candidate program.

- B. Scores shall be calculated by adding the numerical value of the assessment center exam score, the oral interview score, and seniority points, as calculated in Subsection C below. Scores shall not be weighted.
- C. Applicants shall receive one-half of a point for each year of service with the Portland Fire Department, up to a maximum of 10 points.
- D. Applicants for Lieutenant who have previously served as Portland Fire Department Officer Candidates will receive one point for each year of service as an Officer Candidate, up to a maximum of 5 points.

~~Ranked List Tiers~~

~~E. *Ranked List:* If the Fire Chief agrees in writing to allow candidates who have not completed the Departmental Officer Candidate Program to participate in the promotional process, candidates who successfully pass both the assessment center and the oral interview shall be positioned on the ranked list from high to low scores in one of two tiers.~~

~~i. The upper tier is composed of candidates who have successfully completed the assessment and interview process along with the Departmental Officer Candidate Program. All candidates in the upper tier are eligible for promotion and to serve as Officer Candidates on apparatus.~~

~~The lower tier is composed of candidates who have successfully completed the assessment and interview process, but have not completed the Departmental Officer Candidate Program. They are ineligible for promotion until they complete the Officer Candidate Program. Once certified as Officer Candidates, they will be eligible for promotion and to serve as Officer Candidates on apparatus, but their position in ranked list will not change.~~

F. Candidates must successfully participate in the assessment center and interview process each time it is offered to remain on the ranked promotional list.

Sec. 2.3. Offers of promotion.

The Fire Chief must appoint candidates who are eligible for promotion in their order of ranking unless one of the following occurs:

- A. The candidate lacks the particular skill set or certifications for the vacant position based on the position job description. If this occurs, the candidate will remain on the ranked certified promotional list in ~~their~~^{his or her} original ranking;

- B. If a candidate refuses the promotion, then ~~they~~~~he or she~~ will be placed at the bottom of the ranked certified promotional list; or
- C. After notice and opportunity to be heard, the Fire Chief or the Employment Subcommittee disqualifies the candidate for cause and removes ~~them~~~~him or her~~ from the ranked certified promotional list. The Fire Chief or Employment Subcommittee must provide notice of any decision in writing.

Sec. 2.4. Validity of ranked certified promotional list.

- A. The Chief may call for a new promotional process and ranked certified promotional list at ~~their~~~~his or her~~ discretion. Each ranked certified promotional list shall be valid for no more than two years.
- B. A list that would otherwise be invalidated pursuant to subsection A above, may nonetheless be used for promotions where the Fire Chief and the City Manager ~~both request in writing that it be used, and the Employment Subcommittee determines~~ that 1) the process to obtain a new list would result in delay that would impair the ability of the Fire Department to meet its staffing needs in a cost-effective manner, or 2) the process to obtain a new list is not likely to result in additional names on the ranked certified promotional list.

**ARTICLE III
FIRE DEPARTMENT PROMOTIONS
COMMAND STAFF – DEPUTY CHIEF**

Sec. 3.1 Special Procedures for Appointment to Deputy Chief Position.

Pursuant to the City of Portland Code of Ordinances § 2-59.4(de), the Civil Service Employment Subcommittee may provide by rule for special procedure for appointment to Fire Department command staff. The adoption of this rule hereby waives any requirements to the contrary in § 2-59.4.

Sec. 3.2 Deputy Chief Vacancies.

When the Fire Chief determines that there are Deputy Chief vacancies to be filled, they may post a notice and call for applications.

The Chief may, at their discretion, choose not to take new applications if there are qualified candidates who have completed the Deputy Chief promotional process in the past twelve months and remain interested in the position. The Chief may, instead, require the previously qualified candidates to complete a new interview and promote from that process. ~~they may use existing eligible employees for the interview process so long as the last assessment center is less than one year old and there are more than one employee willing to interview. Should there only be one employee willing to interview, an assessment center will be offered. he or she shall post a notice and call for applications.~~

Sec. 3.3 Minimum Requirements to Apply for Deputy Chief.

The following shall be the minimum requirements for an individual to be promoted to the rank of Deputy Chief.

- A. *Minimum Time in Service.* Applicants for promotion must have at least ~~ten~~¹⁰ years of continuous service in the Department and at least ~~four~~⁴ years as an officer ~~one year of continuous service as a captain~~ in the Department as of the date of application.
- B. *Minimum Education.* Applicants for promotion must have at least an Associates Degree from an accredited institution as of the date of ~~appointment~~ application:
 - 1. Preference will be given to applicants who hold a Bachelor Degree from an accredited institution.
 - 2. Preference will be given to applicants who hold a degree in the following fields: Fire Science, Public Administration, Fire Protection, Fire

Protection Engineering, Business Administration, Management, Administration, or directly related field.

- C. *Minimum Trainings.* An applicant for promotion must successfully complete any required trainings and obtain any necessary certifications, as established by the Fire Department. The required trainings and certifications shall be related to the candidate's ability to successfully perform the duties of Deputy Chief.
- D. *Cover Letter, Resume, and Action Plan.* Applicants must submit the following to the Chief or their designee ~~City of Portland Director of Human Resources:~~
1. Cover letter explaining applicant's interest in the Deputy Chief position.
 2. Resume detailing all relevant education and experience.
 3. ~~Action plan outlining the applicant's goals as Deputy Chief, and specific action steps for achieving those goals. An~~ Create and submit an action plan on a given fire service subject matter as assigned by the Fire Chief.
- E. *Assessment Center-Exam.* An applicant for promotion must ~~have~~ successfully complete the assessment center ~~within the past three years-exam.~~ The minimum required score shall be 70.
- ~~Assessment Center Longevity: Successful passing of a Deputy Chief assessment center may be carried for up to 3 years.~~
- F. A candidate for promotion must undergo a full background check, including local, state, and federal criminal history; ~~civil court records; motor vehicle driving records; and credit history.~~
- G. *Job suitability assessment:* A candidate for promotion must have a current, satisfactory job suitability prior to promotion. An assessment completed within the previous three years shall be considered sufficient to meet these requirements. The Fire Chief may, at any time at ~~their~~his or her sole discretion, require a candidate to undergo a new assessment.
1. The job suitability assessment shall be performed by a licensed and qualified psychologist ~~specified by the Employment Subcommittee.~~
 2. The job suitability assessment shall determine whether the candidate for promotion can perform the essential functions of the promotional position with or without accommodation.
 3. The job suitability assessment shall also determine whether the promotional candidate has any personality traits, behaviors, or characteristics that might adversely affect ~~their~~his or her performance.

Sec. 3.4 Appointment Process for Deputy Chief.

After the application period is closed, the selection process shall proceed as follows:

A. *Interview Panel.*

1. An interview panel shall be convened. The panel shall consist of ~~one member of the Employment Subcommittee~~ ~~Civil Service Commissioner~~ and any designees selected by the Fire Chief.
2. The interview panel shall select applicants for interview based on their assessment center exam scores, cover letter, resume, and action plan.
3. The interview panel shall forward feedback on the applicants to the Fire Chief.

B. *Fire Chief's Selection.*

1. The Fire Chief may request a second interview with any applicants if ~~they choose~~ ~~he or she chooses~~.
2. The Fire Chief shall appoint the applicant(s) whom ~~they believe~~ ~~he or she are~~ ~~believes is~~ best qualified to meet the managerial, professional, and technical requirements of the available Deputy Chief position(s).

C. *Confirmation by City Manager.* The Fire Chief's appointment is contingent upon confirmation by the City Manager.

**ARTICLE IV
FIRE DEPARTMENT APPOINTMENTS
COMMAND STAFF – ASSISTANT CHIEF AND DIVISION CHIEF**

Sec. 4.1 Special Procedures for Appointment to Assistant Chief and Division Chief Positions.

Pursuant to the City of Portland Code of Ordinances § 2-59.4(de), the Civil Service Subcommittee may provide by rule for special procedure for appointment to Fire Department command staff. The adoption of this rule hereby waives any requirements to the contrary in § 2-59.4.

Sec. 4.2 Assistant Chief and Division Chief Vacancies.

When the Fire Chief determines that there is an Assistant Chief and/or Division Chief vacancy to be filled, ~~they~~ ~~he or she~~ shall post a notice and call for applications. The Fire Chief may post the vacancy within the Department and/or externally ~~at~~ the Fire Chief's discretion.

Sec. 4.3 Minimum Requirements to Apply for Assistant Chief or Division Chief.

The following shall be the minimum requirements for an individual to be promoted to the rank of Assistant Chief or Division Chief.

- A. *Minimum Time in Service.* Applicants for promotion must have at least ten years of continuous service in the fire service and at least four years of service as a fire service officer as of the date of application.
- B. *Minimum Education.* Applicants for promotion must have an Associates Degree from an accredited institution as of the date of application:
 - 1. Preference will be given to applicants who hold a Bachelors Degree from an accredited institution.
 - 2. Preference will be given to applicants who hold a degree in the following fields: Fire Science, Public Administration, Fire Protection, Fire Protection Engineering, Business Administration, Management, Administration, or directly related field.
- C. *Minimum Specialty Training and Experience.* The Fire Chief may require additional specialty training and experience as appropriate for the position.
- D. *Cover Letter and Resume.* Applicants must submit the following to the City of Portland Director of Human Resources:

1. Cover letter explaining applicant's interest in the Assistant Chief or Division Chief position.
2. Resume detailing all relevant education and experience.

Sec. 4.4 Appointment Process for Assistant Chief or Division Chief.

After the application period is closed, the selection process shall proceed as follows:

A. *Interview Panel.*

1. An interview panel shall be convened. The panel shall consist of at least ~~one member of the Employment Subcommittee a Civil Service Commissioner,~~ the Fire Chief, and ~~at least one member from the City or Portland's Executive Office and/or Human Resources Department the City of Portland Director of Human Resources.~~
2. The interview panel shall select applicants for interview based on their cover letter and resume.

B. *Fire Chief's Selection.* Based on the interviews, resumes, cover letters, and history of work, the Fire Chief shall appoint the applicant whom ~~they~~~~he or she~~ believes is best qualified to meet the managerial, professional, and technical requirements of the available Assistant Chief or Division Chief position.

C. *Conditional Offer.* ~~Where an applicant from outside the Department is chosen for appointment or where the Fire Chief otherwise deems it appropriate, and a~~ After a conditional offer is made, the conditional appointee must complete the following to the satisfaction of the Fire Chief: ¶

~~D.~~

1. A candidate for promotion, or for original hire, must undergo a full background check, including local, state, and federal criminal history;; civil court records; motor vehicle driving records; and credit history. ~~A full background check, including local, state, and federal criminal history; motor vehicle driving records, and credit history.~~
 - i. The disqualifying ~~conditions~~~~convictions~~ in Section 1.3 shall be the minimum disqualifications applicable to appointees.
 - ii. However, the Chief, in ~~their~~~~his or her~~ discretion, may disqualify a conditional appointee for any criminal background so long as the disqualification is reasonably related to the job requirements.

- 2. A medical examination. The medical examination shall be performed by a qualified physician, and shall evaluate whether the conditional appointee can perform the essential functions of the job with or without accommodation.
 - 3. A job suitability assessment.
 - i. The job suitability assessment shall be performed by a licensed and qualified psychologist.
 - ii. The job suitability assessment shall determine whether the appointee can perform the essential functions of the job with or without accommodation.
 - iii. The job suitability assessment shall also determine whether the conditional appointee has any personality traits, behaviors, or characteristics that might adversely affect ~~their~~~~his~~ ~~or~~ ~~her~~ performance.
- E. *Confirmation by City Manager.* The Fire Chief's appointment is contingent upon confirmation by the City Manager.

¶

ADOPTED ¶

Date: _____

 Jon P. Jennings ~~Danielle West~~ ¶
 City Manager



Chad Johnston <johnstonc@portlandmaine.gov>

Captains Group response to the proposed D/C promotional process qualification Civil Service change.

2 messages

Ryan Walsh <rwalsh@portlandmaine.gov>

Tue, May 13, 2025 at 2:53 PM

To: Chad Johnston <johnstonc@portlandmaine.gov>, Casey Bunker <bunkerc@portlandmaine.gov>

To: Chief [Chad Johnston](#)

From: PFD Captain's Group

Subject: Proposed D/C Promotional Process Civil Service Change.

Date: May 13, 2025

Chief,

Here is our response to your recent communication of planning to petition the Civil Service Commission for a change in the Deputy Chief Promotional Process. The proposed change, to our understanding, is that a Lieutenant with more than 4 years in grade can sit for promotion to the rank of Deputy Chief. We, as a group, strongly disagree with this proposal for the following reasons:

- You have personally said it multiple times to this group that you wish to make the rank of Captain more valuable and respected. This action directly devalues the rank of Captain, no argument needed.
- This action will ultimately alienate a group of your field level supervisors for one of two reasons. If a Lieutenant is promoted over a viable candidate that holds the rank of Captain, one could assume that there could be a decrease in the number of members wishing to seek promotion to Captain. Promotion to Captain has always been the path to Deputy Chief, if that is now no longer a required step, less members will take the test. If a Captain is always promoted over a Lieutenant, the number of Lieutenants willing to attempt to be promoted directly to Deputy Chief will decrease. It is our belief that either of these scenarios will cause a decrease in members desiring to be promoted to Lieutenant or Captain. This simply shifts your low numbers of candidates from one rank to another rank.
- Collectively, we agree that there is an immense amount of knowledge and experience gained that you don't have the opportunity to gain at the rank of Lieutenant. Administratively, you are responsible for station and apparatus upkeep, coordination of all shift personnel within your company, etc. Current Deputy Chiefs will often state that they will look at Captains to bounce ideas off from in real time on shift. At the rank of Captain you are exposed to more of the "3,000 foot view" required to be a successful and effective Deputy Chief.
- There are currently three members qualified to interview for the next Deputy Chief vacancy, with more eligible to test for the position.

For these reasons, this group disagrees with your proposal to change civil service language for a problem that we do not believe exists.

Respectively Submitted,

The Captains Group

--

Captain Ryan Walsh
Rosemont Station
Ladder Co. 3/Medcu No. 3

Chad Johnston <johnstonc@portlandmaine.gov>
To: Ryan Walsh <rwalsh@portlandmaine.gov>
Cc: Casey Bunker <bunkerc@portlandmaine.gov>

Tue, May 13, 2025 at 3:00 PM

received, thank you for the input
R/

Chad D. Johnston
Fire Chief

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