

**City of Portland
Civil Service Employment Subcommittee**

AGENDA

**April 13, 2022, 9:00 AM
Remote via Zoom**

1. Zoom Meeting Information

Please click the link below to join the webinar:

<https://portlandmaine-gov.zoom.us/j/87271856427?pwd=UVM4b24zUEw2dm9tQmZOSXdaYmNIQT09>

Passcode: 835964

Or One tap mobile :

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Webinar ID: 872 7185 6427

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2. Call to Order

3. Subcommittee Business

- a. Discussion for approval of the Police Department Promotional Appointments Request.

4. Adjournment

City of Portland | Police Department
F. Heath Gorham, Interim Chief of Police



To: Commissioner Elaine Edwards
Commissioner Alan Freedman
From: F. Heath Gorham, Interim Chief of Police
Date: April 1, 2022
Re: Promotional Appointments

The Portland Police Department currently has one vacancy for the rank of Lieutenant. Filling this vacancy will then create a vacancy for the rank of Sergeant. Section 2-60.4(b) of the City of Portland's Civil Service Ordinance provides, in part, that "The certified list for promotional appointment shall contain the names of a minimum of three (3) and a maximum of five (5) applicants on the eligible list with the highest, aggregate scores....." Regrettably, the current eligibility list contains only two (2) eligible names for the position of Lieutenant.

Section 2-60.4(2) provides that "(e) When the number of employees eligible for promotion to a particular vacancy is insufficient to permit meaningful competition, the employment subcommittee may vary the requirements of this section by rule, which rule shall not be effective for more than one promotional cycle."

The City Manager and I agree that a delay in the filling of this open position in the ranks of our superior officers would certainly impair the ability of the department to meet its staffing needs in a cost-effective manner. As we head into the summer months, the department will be entering our busiest time of year and will experience an increased need for police and supervisory presence at public events. In order to meet that need, the department will have to call upon off-duty supervisors to fill the open positions for overtime pay. This will have an impact on the department's annual operating budget.

Both police unions have acknowledged that it is a benefit to the department, the PBSOA, and PBA membership, and the City of Portland to expeditiously fill the vacancy for the position of Lieutenant. Therefore, I ask you to support the use of the current Police Lieutenant Eligibility List to fill the vacant Lieutenant position. I am confident in the leadership abilities of both of the Sergeants whose names currently appear on the eligibility list.

Thank you for your consideration of this matter.

CC: Danielle West, City Manager
Anne Torregrossa, Director of Human Resources
Tom Caiazzo, Deputy Director of Human Resources
Carlene Kessler, Employment Services Manager
Kate Morin, PAO