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February 19, 2014

The Honorable Andy Olson
Oregon State Legislature
900 Court St. NE, H-478
Salem, Oregon 97301

Dear Representative Olson:

The City of Corvallis Fire Department is opposed to SB 1518. A number of our supervisory positions (both exempt and represented) clearly supervise other employees but do not have the ability on their own to impose economic discipline. In fact, only the Fire Chief holds that authority.

The City of Corvallis Fire Department operates within the framework of due process. All of our supervisory personnel can recommend economic discipline, but to place this authority in the hands of numerous individuals without oversight would seem reckless in the extreme as it would ignore due process and introduce the very real potential for significant inconsistencies in the treatment of personnel.

Just as the bill seeks to remove the title of "supervisor" from represented employees who cannot on their own impose economic discipline, we are concerned that it would also place all of our management team (with the exception of the Fire Chief) in non-supervisory status. This would not be an appropriate or feasible solution to a problem we do not believe exists.

Additionally, if all of our managers were to become represented personnel, our costs would increase dramatically as we would be liable for overtime for the myriad duties (evening meetings, after-hours investigation responses, time-intensive projects, etc.) they perform outside of their regularly scheduled working hours. Like many governmental organizations, our budget is stretched to the limit. The requirement to fund a significant increase in overtime costs (which this would create) would force us to lay off additional personnel to the point where we could be unable to maintain our minimum standard of cover, to the detriment of the citizens of Corvallis and the Corvallis Rural Fire Protection District. In addition, there would be no "management" presence on shift outside of the typical work week. Since we operate 24/7, this would pose a dramatic impact and would be unacceptable.

While we cannot speak for other fire departments, most are organized in a manner similar to the City of Corvallis Fire Department and would experience similar impacts.

The City of Corvallis Fire Department strongly urges you to vote no on SB 1518.

Respectfully,

 **ACTING CHIEF**

Roy A. Emery
Fire Chief