



Contra
Costa
County

To: Board of Supervisors
From: Jeff Carman, Chief, Contra Costa County Fire Protection District
Date: January 6, 2015

Subject: Add Three Fire Captain Positions and Cancel Three Vacant Firefighter/Firefighter-Paramedic Positions

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 21589 to add three (3) Fire Captain-56 Hour (RPTA) (represented) positions at Salary Plan and Grade 4N6 1814 (\$6,683 - \$8,956) and cancel two (2) vacant Firefighter-Paramedic/56 Hour (RPWB) (represented) positions at Salary Plan and Grade 4N6 1691 (\$5,916 - \$7,929) and one (1) vacant Firefighter/56 Hour (RPWA) (represented) position at Salary Plan and Grade 4N6 1595 (\$5,380 - \$7,210) in the Contra Costa County Fire Protection District.

FISCAL IMPACT:

The estimated increased annual costs are \$217,840. Of that amount, \$97,690 is attributable to employer retirement contributions. These positions are part of a staffing plan pursuant to the award of a Federal staffing grant. The increased personnel costs will be funded by the Federal grant. There is no local agency match or share requirement.

BACKGROUND:

On February 21, 2014, the Contra Costa County Fire Protection District (District) was awarded a Department of Homeland Security (DHS), Federal Emergency Management Agency (FEMA) Staffing for Adequate Fire and Emergency Response (SAFER) grant in the

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **01/06/2015** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: January 6, 2015

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Chris Heck, Deputy

Contact: J. Lorrekovich,
925-941-3312

amount of \$9,571,500

BACKGROUND: (CONT'D)

to fill twenty-seven (27) firefighter positions over a two year period. On April 1, 2014, the Fire Board of Directors approved a deployment plan to utilize the grant funds. In order, the deployment of the new positions consisted of: adding a squad at Fire Station 6 in Concord, adding an engine company at Fire Station 11 in Clayton (reopening the station on a full time basis), and adding a squad at Fire Station 1 in Walnut Creek.

Since the award of the grant, the District has hired two academies and will start a third in February 2015. The first academy graduated on August 29, 2014. The second will graduate in January 2015. Upon completion of the second academy, the District will have enough filled positions to reopen Fire Station 11 in Clayton. Since an engine company consists of a firefighter, an engineer, and a captain (on three rotating shifts), the District now needs to convert three of its firefighter positions to fire captain. The District plans to reopen Fire Station 11 on January 17, 2015.

CONSEQUENCE OF NEGATIVE ACTION:

The District cannot adequately staff an engine company without captains.

CHILDREN'S IMPACT STATEMENT:

No impact.

ATTACHMENTS

P300 No. 21589