



**Contra
Costa
County**

To: Board of Supervisors
From: Dianne Dinsmore, Human Resources Director
Date: February 27, 2018

Subject: Reallocate the salary of the Fire District Apparatus Manager (P2NC)

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 22240 to reallocate the salary of the Fire District Apparatus Manager (P2NC) (represented) classification at salary plan and grade ZA5 1640 (\$6,047 - \$7,351) to salary plan grade ZA5 1640 (\$7,786 - \$9,464) in the Fire Protection District.

FISCAL IMPACT:

Incremental annual cost increase of approximately \$31,000 including \$12,500 in pension costs. 100% Contra Costa County Fire Protection District General Funds.

BACKGROUND:

A recruitment was conducted for the Fire District Apparatus Manager in late 2015. Only four applications were received, none of whom was a suitable match for the position. At the request of the Fire District, Human Resources conducted a salary study of the nine Bay Area counties to evaluate whether the compensation for this classification was lower than that of other comparable agencies and thus resulting in a paucity of qualified candidates.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **02/27/2018** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor

ABSENT: 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: February 27, 2018

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

By: June McHuen, Deputy

Contact: Dianne Dinsmore (925)
335-1766

Both studies found the

BACKGROUND: (CONT'D)

salary to be below market. In addition, the Fire District engaged an outside consultant to study the entire Fire Fleet Services Division. This study also found Fire District Apparatus Manager to be significantly below market. Based on these studies, it is recommended that the salary of the Fire District Apparatus Manager classification be reallocated to \$7,786 - \$9,464.

CONSEQUENCE OF NEGATIVE ACTION:

Without the salary adjustment, the Fire District would continue to experience difficulty attracting and retaining candidates.

ATTACHMENTS

P300 22240