



**Contra
Costa
County**

To: Contra Costa County Fire Protection District Board of Directors
From: Jeff Carman, Chief, Contra Costa County Fire Protection District
Date: March 12, 2019

Subject: Add Three Fire Captain Positions and Cancel Three Firefighter Positions

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 22432 to add three (3) Fire Captain-56 Hour (RPTA) (represented) positions at salary plan and grade 4N6 1814 (\$7,934-\$10,633) and cancel three (3) vacant Firefighter-56 Hour (RPWA) (represented) positions (17674, 17675, and 17676) at salary plan and grade 4N6 1595 (\$6,388 - \$8,560) in the Contra Costa County Fire Protection District.

FISCAL IMPACT:

Approval of this action will result in an annual cost increase of approximately \$179,316, an estimated \$85,210 of which is attributable to increased pension costs.

BACKGROUND:

The Contra Costa County Fire Protection District (District) added nine (9) Firefighter Recruit positions to its 2018-19 recommended and adopted budget. The eventual purpose of these positions was to staff newly constructed Fire Station 16 in the City of Lafayette. Construction on Fire Station 16 was scheduled to be completed in the fourth quarter of

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **03/12/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, Director
Candace Andersen, Director
Diane Burgis, Director
Karen Mitchoff, Director
Federal D. Glover, Director

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: March 12, 2019

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

Contact: Holly Trieu (925)
941-3300 ext. 1301

By: June McHuen, Deputy

cc: Holly Trieu

2018-19. Since the

BACKGROUND: (CONT'D)

District hires new suppression employees in groups (i.e., academies) and fills rank and file positions through promotional assessments, it was necessary to establish the positions as Recruits.

The District (and County) has delegated authority (called "flexible staffing") to move positions within certain classifications up and down between ranks without having to do a P300 each time. The District has flexible staffing authority to move positions from Recruit to Firefighter (and Firefighter Paramedic) to Fire Engineer (and the reverse). The District does not, however, have the authority to move a position to the rank of Fire Captain without a P300 (i.e., Board approval). A three-person engine or truck company is staffed very specifically with one Firefighter (or Firefighter Paramedic), one Fire Engineer, and one Fire Captain. Now that the Recruits have finished the fire academy and have moved into Firefighter (or Firefighter Paramedic) positions, the District can fill the vacant Fire Engineer and Fire Captain positions necessary to staff Fire Station 16. This action adds the three Fire Captain positions.

Fire Station 16 construction is on schedule and is set to officially open with full engine company staffing in April or May 2019.

CONSEQUENCE OF NEGATIVE ACTION:

A three-person fire company consists of a Firefighter, a Fire Engineer, and a Fire Captain. They have distinct roles and job duties. If this action is not approved, the District will be unable to staff newly constructed Fire Station 16 in the City of Lafayette.

CHILDREN'S IMPACT STATEMENT:

Not applicable.

ATTACHMENTS

AIR 36841_P300 22432 Add 3 Cpts & Cancel 3 FFs BOS 3.12.19