



**Contra
Costa
County**

To: Contra Costa County Fire Protection District Board of Directors
From: Lewis T. Broschard III, Chief, Contra Costa Fire Protection District
Date: November 16, 2021

Subject: Add Eighteen (18) Firefighter-Paramedic Positions in the Contra Costa County Fire Protection District

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 25832 adding eighteen (18) Firefighter-Paramedic 40 Hour (RPWE) (represented) positions at Salary Plan and Grade 4N5 1691 (\$7,977.44 - \$10,690.53) in the Contra Costa County Fire Protection District.

FISCAL IMPACT:

The anticipated cost of adding 18 Firefighter-Paramedic positions during the current fiscal year is approximately \$783,900, of which approximately \$245,140 is attributed to retirement costs. Adding entry level positions allows the District to conduct an academy. However, prior to reopening a fire station and adding a crew in East Contra Costa (see Background), the District will need to reorganize these positions into six firefighters, six fire engineers, and six fire captains. The source of funding for academy positions is the Contra Costa County Fire Protection District General Operating Fund. The District will continue to monitor the District Operating Fund budget and will return to the Board of Directors if additional appropriations are needed.

When the new fiscal year (FY 2022-23) commences, staffing for the new fire companies will be funded by revenue from the District. At that time, there should be sufficient revenue

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **11/16/2021** ☒ 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

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: November 16, 2021

Monica Nino, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Elizabeth Loud,
925-941-1303

from the former East Contra Costa County Fire Protection District.

FISCAL IMPACT: (CONT'D)

Additionally, the District has its final tax intercept for 2005 Pension Obligation Bonds (POBs) in the current FY. Paying off the POBs will significantly reduce annual expenditures.

BACKGROUND:

The Governing Boards of the Contra Costa County Fire Protection District (District) and the East Contra Costa County Fire Protection District have approved the annexation of the latter agency into the District. An application has been submitted to the Contra Costa Local Agency Formation Commission (LAFCO).

Prior to annexation discussions, the District intended to reopen Fire Station 4 in Walnut Creek on or around July 2022. With the annexation on the horizon, the District has agreed to add another fire crew in Brentwood around the same time. It is projected that East Contra Costa will be annexed into the District prior to, but no later than July 2022.

To be able to staff these additional resources, the District will need to have fully trained and operational new hires in place. That requires 18 new positions. In the near term, the positions will be used to staff a new academy in spring 2022. Upon successful completion of the academy, the positions will be placed into field operations. In addition to adding new fire companies, the positions will help offset vacancies created due to March 2022 retirements and due to staff being detailed into special assignments.

CONSEQUENCE OF NEGATIVE ACTION:

The District will not have enough positions to fill Academy 57, therefore be unable to staff Fire Station 4 in Walnut Creek and add an additional crew in Brentwood.

ATTACHMENTS

Union Notification

P300 25832