


ROSS VALLEY FIRE DEPARTMENT
STAFF REPORT

For the meeting of: March 13, 2013

To: Board of Directors
From:  Roger Meagor, Fire Chief
Subject: Firefighter/Engineer Vacancies

RECOMMENDATION:

That the Board provides direction to staff

DISCUSSION:

With the recent retirements and the subsequent promotions, the Department currently has two Engineer vacancies. The Department is in the process of hiring two recruit firefighter/engineers to fill the current vacancies.

Staff anticipates two additional retirements prior to the end of the calendar year, with the first retirement likely prior to the end of the current fiscal year; this will create two additional Engineer vacancies. With the requirement for new hires to be trained to the Engineer (apparatus operator) level, there is an extended training period required prior to a new hires being able to function as an Engineer.

In order to address the current vacancies and anticipated future vacancies, recognizing the extended training necessary for a new hire to function as an apparatus operator, I am proposing, in conjunction with the filling of the two vacant firefighter/engineer positions, that we hire one additional recruit firefighter trainee. The primary purpose of the recruit firefighter trainee is to get a head start on the necessary firefighter and engineer training.

The firefighter trainee would be a temporary position with the same salary and benefits of a firefighter apprentice. The primary objective of this position would be directed to firefighter and engineer training rather than augmenting engine company staffing.

FISCAL IMPACT:

The monthly cost for this position is \$5,200. Assuming an April 15 start date, the cost for the current fiscal year would be \$13,000. These costs are included in the proposed budget revision under Agenda Item 8. The anticipated savings in FY 13/14, resulting in a reduction in training time next fiscal year, is \$30,000.

AGENDA ITEM # 6
Date 3/13/13