


**ROSS VALLEY FIRE DEPARTMENT
STAFF REPORT**

For the meeting of: April 11, 2018

To: Board of Directors
From:  Roger Meagor, Acting Fire Chief
Subject: Firefighter Appointments

RECOMMENDATION:

For the Board to acknowledge and file the staff report.

DISCUSSION:

On March 16, 2018, the Department hired four new firefighters, Tomas Pastalka, Andrew Juric, James Barona and Benjamin Herbertson. The Firefighter/Engineer position has a salary range that includes five steps ("A" through "E"). Normally, new firefighters start at Step "A" with scheduled 12 month intervals between step increases.

Ross Valley Fire Department Civil Service System Rules and Regulations (adopted by Board Resolution 01-02) provides that in the event a new employee, upon entering the Department, is found to possess extraordinary qualifications for the position through former training or experience or in the event of demonstrated inability to recruit at the first step due to extreme scarcity of qualified personnel, the Fire Chief with the approval of the Executive Officer may authorize the appointment at a higher step than the first step of the salary range and such action must be reported to the Board of Directors and their next regular meeting.

Prior to starting with our Department, Andrew Juric worked for Windsor Fire Department and James Barona worked for Marin County Fire Department. Both firefighters' previous experience and training warrants them to start at a salary step higher than Step "A". Based on their previous training and experience and the recognition of the significant reduction in the time required prior functioning as an Engineer (fire apparatus driver operator) James Barona and Andrew Juric have been placed at Firefighter/Engineer Step "C".

FISCAL IMPACT:

Ross Valley Fire Department requires, because of the two person engine companies, all Firefighter/Engineers function as a fire apparatus drive operator prior to going on shift. The normal training period for new employees to reach the driver operator level is at least 9 months. In the case of Andrew Juric and James Barona, their training period is expected to be 10 weeks. The savings realized for the reduction in future overtime costs far exceed the fiscal impact of the advanced salary step placement.

AGENDA ITEM # 3E
Date 4/11/18