

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # \*B-2

Urgent

Routine

AGENDA DATE October 30, 2012

CEO Concurs with Recommendation YES  NO   
(Information Attached)

4/5 Vote Required YES  NO

SUBJECT:

Approval of Compensation and Benefits Package for Gary Hinshaw, Fire Warden and Deputy Director of the Office of Emergency Services for Stanislaus County for Acting as Interim Fire Chief for the Modesto Regional Fire Authority

STAFF RECOMMENDATIONS:

Approve a compensation and benefits package for Gary Hinshaw, Fire Warden and Deputy Director of the Office of Emergency Services for Stanislaus County for Acting as Interim Fire Chief for the Modesto Regional Fire Authority.

FISCAL IMPACT:

This recommendation would increase the incumbent's salary by \$13,707 for an annual total of \$150,779 and would place the salary at 55% of the City of Modesto's Fire Chief band. The compensation package results in a savings of \$1,495 from the previous incumbent's salary. There is no increase to the department's budget since the City of Modesto will fund the increased cost through their contribution to the Joint Powers Agreement (JPA).

BOARD ACTION AS FOLLOWS:

No. 2012-528

On motion of Supervisor Chiesa, Seconded by Supervisor Withdraw  
and approved by the following vote,

Ayes: Supervisors: Chiesa, Withdraw, Monteith, De Martini and Chairman O'Brien

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1)  Approved as recommended

2)  Denied

3)  Approved as amended

4)  Other:

MOTION:



ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

**DISCUSSION:**

On January 11, 2011 the Board of Supervisors approved the County's participation in a Joint Powers Agreement (JPA) which, along with the City of Modesto and the Salida Fire Protection District, formed the Modesto Regional Fire Authority (MRFA). The intent of the JPA is to create shared governance for all participating agencies where joint operations, governance and management are for the mutual benefit of each member agency and their respective residents, and to provide efficiencies and economies of scale through cooperation.

On April 20, 2012, the Board of Directors for the Modesto Regional Fire Authority appointed Gary Hinshaw to serve as the Interim Fire Chief of the Authority. At the September 19, 2012 Modesto Regional Fire Meeting the Board of Directors approved an adjustment to the pay and benefits of Chief Hinshaw in recognition of the additional responsibilities for the position. Because Chief Hinshaw continues to maintain his position as Fire Warden and Deputy Director of the Office of Emergency Services for the County, the Board of Supervisors' approval is required for those provisions of pay that are outside of the County current classification system.

The Board of Directors of the Regional Fire Board authorized a 10% out-of-class pay increase along with the resulting benefits provided to County department heads with the exception of the car allowance. A car allowance is not provided because the Fire Chief position has a government vehicle for use at all times. The Board also granted a uniform allowance of \$1,020. The County's current salary and classification system provides for the 10% out-of-class pay and Department Head benefits but does not allow for a uniform allowance unless Board of Supervisors approval is received.

Recommended changes to salary and other benefits, such as deferred compensation, vacation, and uniform allowance are shown in the following table. It is recommended that the out-of-class pay be effective April 21, 2012 to coincide with the appointment of Chief Hinshaw to Fire Chief by the MRFA Board.

	Fire Warden/Assistant Director, OES	Fire Chief, Modesto Regional Fire/County Department Head*
Salary Range	\$91,395 - \$137,072	\$132,613 - \$165,766
Incumbent salary and recommendation	\$137,072	\$150,779
Deferred Comp	1.5% of base wages	2.0% of base wages
Car Allowance	None	None
Vacation (3 <sup>rd</sup> -10 <sup>th</sup> years)	3 weeks annually	4 weeks annually
Uniform Allowance	None	\$1,020

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**POLICY ISSUE:**

Approval of this item supports the Board's priorities of Efficient Delivery of Public Services and Effective Partnerships by working with our Modesto Regional Fire Agency (MRFA) partners to develop an interim staffing solution that will allow the Agency to develop a long term plan to fill the MRFA Fire Chief position.

**STAFFING IMPACT:**

There is no staffing impact as a result of this recommendation

**CONTACT INFORMATION:**

Nancy Bronstein, Deputy Executive Officer. Telephone 209-525-6333