

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

DEPT: Chief Executive Office

BOARD AGENDA # *B-4

Urgent

Routine

AGENDA DATE May 21, 2103

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

(Information Attached)

SUBJECT:

Approval to Increase the Top of the Salary Band for the Classification of Fire Warden/Assistant Director of OES From \$137,072 to \$150,779 and Rename the Classification to Reflect the Additional Duties of Fire Chief Retroactive to April 20, 2012

STAFF RECOMMENDATIONS:

Approve the increase in the top of the salary band for the classification of Fire Warden/Assistant Director of OES From \$137,072 to \$150,779 and rename the classification to reflect the additional duties of Fire Chief retroactive to April 20, 2012.

FISCAL IMPACT:

There is no fiscal impact with this item. The cost of compensation for the Fire Chief position is already included in the current budget.

BOARD ACTION AS FOLLOWS:

No. 2013-247

On motion of Supervisor Withrow, Seconded by Supervisor O'Brien

and approved by the following vote,

Ayes: Supervisors: O'Brien, Withrow, Monteith and Chairman Chiesa

Noes: Supervisors: None

Excused or Absent: Supervisors: De Martini

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:

ATTEST:


ELIZABETH A. KING, Assistant Clerk

File No.

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DISCUSSION:

On April 20, 2012, the Board of Directors for the Modesto Regional Fire Authority (MRFA) appointed Gary Hinshaw to serve as the Interim Fire Chief of the Authority. On September 19, 2012, the MRFA Board approved an adjustment to the pay and benefits of Chief Hinshaw in recognition of the additional responsibilities of the Chief position.

The MRFA 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 Stanislaus County Board of Supervisors approved this pay package on October 30, 2012.

When the County implemented the compensation and benefit plan for Chief Hinshaw, it was discovered the out-of-class pay did not meet the intent of the MRFA Board to fully compensate Chief Hinshaw with a compensation package comparable to the previous Fire Chief's salary and benefit package. Out-of-class pay is not considered as part of base pay impacting vacation and sick leave cash-outs. On May 8, 2013 the MRFA Board approved a recommendation to increase the top of the salary band for Chief Hinshaw's current classification of Fire Warden/Assistant Director of OES to reflect the additional duties of Fire Chief. In order to implement this change the County now needs to rename this classification to include Fire Chief and expand the salary band to include the additional compensation in recognition of Chief Hinshaw acting as Fire Chief in addition to his other duties. The recommended classification name and salary band are identified below. Upon completion of Chief Hinshaw's interim assignment the classification will revert to its original title and salary.

	Current	City of Modesto Salary Band Previous Incumbent	Recommended
Title	Fire Warden/Assistant Director, OES	Fire Chief, Modesto Regional Fire/County Department Head	Fire Warden/Assistant Director, OES/Fire Chief
Salary Range	\$91,395 - \$137,072	\$132,613 - \$165,766	\$91,395 - \$150,779

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STAFFING IMPACT:

There is no staffing impact associated with this item.

CONTACT:

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