



TRUCKEE MEADOWS FIRE PROTECTION DISTRICT

STAFF REPORT

Board Meeting Date: January 21, 2020

DATE: January 7, 2020

TO: Truckee Meadows Fire Protection District Board of Fire Commissioners

FROM: Charles A. Moore, Fire Chief
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SUBJECT: Recommendation to approve and create two separate grant funded positions, provisional job classifications and salary ranges for a Squad Boss at \$52,603.20 - \$67,974.40 with Regular Nevada Public Employees' Retirement System (NV PERS) categorization and for a Crew Member with a range of \$40,768.00 - \$52,915.20 with Regular NV PERS categorization, and to authorize staff to submit to NV PERS for evaluation for possible approval of Police Fire NV PERS categorization, which would result in these employees accumulating retirement credit at a faster rate than under the Regular NV PERS category. A Squad Boss is the supervisor of a squad (a small crew of 3-5 members)], and a Crew Member is an entry level person assigned to a crew that conducts the bulk of the work assigned to the crew and works underneath the squad boss, and if approved, hiring is contingent upon securing grant funding. (All Commission Districts) FOR POSSIBLE ACTION

SUMMARY

Recommendation to approve and create two separate grant funded positions, provisional job classifications and salary ranges for a Squad Boss at \$52,603.20 - \$67,974.40 with Regular Nevada Public Employees' Retirement System (NV PERS) categorization and for a Crew Member with a range of \$40,768.00 - \$52,915.20 with Regular NV PERS categorization, and to authorize staff to submit to NV PERS for evaluation for possible approval of Police Fire NV PERS categorization, which would result in these employees accumulating retirement credit at a faster rate than under the Regular NV PERS category. A Squad Boss is the supervisor of a squad (a small crew of 3-5 members)], and a Crew Member is an entry level person assigned to a crew that conducts the bulk of the work assigned to the crew and works underneath the squad boss, and if approved, hiring is contingent upon securing grant funding. (All Commission Districts) FOR POSSIBLE ACTION

PREVIOUS ACTION

None

BACKGROUND

If approved, these positions will be responsible to collectively work to create better defensible space and reduce the threat and impacts of large fires occurring within the District. The Squad Boss and Crew Members will also occasionally respond to wildfire incidents to augment current staffing to enhance capabilities and provide relief staffing for extended attack incidents.

Under the Sierra Fire Protection District, and prior to consolidation with TMFPD, the District managed a 20+ person hand crew that conducted various fuels management projects and assisted with wildfire hand crew work. That program was tremendously successful and operated largely off of grant funds. The District is now seeking approval to re-establish a similar, but more robust program to address the significant hazards within the wildland urban interface that surround most of the District.

The creation of these two separate positions will allow for the recruitment process to begin shortly after approval. Other similar positions are routinely filled each season by other regional fire departments as well as the United States Forest Service and Bureau of Land Management. Being able to recruit in the same approximate timeframe will allow the District to be competitive and select the best qualified candidates.

These positions may initially be filled as temporary/seasonal until adequate funding is secured to maintain the positions as permanent/full-time. It is the goal of the District to start the 2020 fire season with two separate squads, each consisting of 1 Squad Boss and 4 Crew Members (for a total of 2 Squad Bosses and 8 Crew Members). This model is scalable with the potential to add additional squads as projects and associated funding come available in the future.

FISCAL IMPACT

The salary range for the position of the Squad Boss will be - \$52,603.20 - \$67,974.40 with Regular Nevada Public Employee Retirement System (NV PERS) and the Crew Member will be \$40,768.00 - \$52,915.20 with Regular NV PERS. The positions are expected to start as early as April 2020. The estimated maximum cost for FY20, based on regular PERS is \$26,500 and \$21,500 for a Squad Boss and a crew member, respectively. Actual costs may be less if the positions are only filled part time or slightly higher if approved for Police Fire NV PERS. Those specific grant opportunities are still in the application phase and none of these positions will be filled until the grant funding is secured.

RECOMMENDATION

It is recommended the Board of Fire Commissioners approve and create two separate grant funded positions, provisional job classifications and salary ranges for a Squad Boss at \$52,603.20 - \$67,974.40 with Regular Nevada Public Employees' Retirement System (NV PERS) categorization and for a Crew Member with a range of \$40,768.00 - \$52,915.20 with Regular NV PERS categorization, and to authorize staff to submit to NV PERS for evaluation for possible approval of Police Fire NV PERS categorization.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

"I move to approve and create two separate grant funded positions, provisional job classifications and salary ranges for a Squad Boss at \$52,603.20 - \$67,974.40 with Regular Nevada Public Employees' Retirement System (NV PERS) categorization and for a Crew Member with a range of \$40,768.00 - \$52,915.20 with Regular NV PERS categorization, and to authorize staff to submit to NV PERS for evaluation for possible approval of Police Fire NV PERS categorization."