



FRESNO COUNTY FIRE

PROTECTION DISTRICT

Honor, Integrity, Cooperation & Professionalism

MEMORANDUM

Date: 05/13/2020
To: Board Directors
Attn: Mike Del Puppo
President
From: Fire District Staff
Subject: Fire Inspector Salary deficiency

BOARD OF DIRECTOR'S BRIEFING PAPER

ISSUE:

Staff is asking the Board of Directors to review the deficiency in salary of the Fire Inspector and Senior Fire Inspector positions and approve upgrading their salaries to a level comparable to the surrounding agencies.

BACKGROUND:

In July 2016, staff presented a salary matrix comparing other Counties and Cities in the surrounding area. Staff had reviewed and provided a comparison that directly revealed our inspectors were paid well below their colleagues from other agencies. This information was presented to the Board of Directors and the increase in wages as outlined in the salary matrix presented was approved.

DISCUSSION:

Staff has prepared a matrix spreadsheet showing the salaries for the Fire Inspector and Senior Fire Inspector positions throughout the surrounding area Counties and Cities. We reviewed the salary range of these agencies and determined we are paying our staff well below other inspectors with the same training and skill level. During the review, staff found our current salary range does not compare to the average range of the

seven surrounding agencies. The average salary range of the seven agencies poled for the Fire Inspector position is \$54,110 to \$65,091. The Fire District Fire Inspector's current salary range is \$42,286 to 51,399. This calculates out that our current Fire Inspector salary is 21.4% lower than the agencies surveyed. We calculated the same for the Senior Fire Inspector position and the range is from \$67,296 to \$82,207. The Fire Districts Senior Inspector's current salary range is \$48,963 to \$62,490. This calculates out that our current Senior Fire Inspector salary is 25.4% lower than the agencies surveyed. We found that over the years, it is important to maintain our personnel for program consistency and to slow the revolving door. The District has been fortunate to have retired employees fill the majority of these positions over the years. This will not always be the case, so it is important that we continue to maintain a competitive salary to the surrounding agencies. Having a competitive salary will allow the program to recruit and retain highly qualified employees. Personnel consistency will continue to preserve and enhance a good working relationship with the public, cooperating agencies and improve customer service.

In this plan, we propose a 25% increase from the current Fire Inspector and Senior Fire Inspector salaries (see Exhibits A & A.1 current salaries and Exhibit B & B.1 proposed salaries). This increase will bring our salaries more in line with the average annual salaries when compared to the surrounding agencies we reviewed.

During this review, staff determined the annual net revenue would be approximately \$511,736.00 and the total expenditures would be approximately \$470,266.00. If approved staff will update the fee schedule and present an updated fee schedule for adoption at the June board meeting to take effect July 1, 2020.

ALTERNATIVES:

If the Board of Directors chooses not to increase salaries for the fire inspector positions, the District will continue to be a training ground for other agencies, which in turn means we will continue to have a retention issue within these ranks.

IMPACTS:

- ✓ Fiscal – Salaries will increase 25% for the Fire Inspector and Senior Fire Inspector positions.
- ✓ Operational – Fee schedule will be updated upon approval.
- ✓ Legal – No known impact
- ✓ Labor – Should help maintain a stable workforce
- ✓ Sociopolitical – No known impact
- ✓ Policy – No known impact
- ✓ Health and safety – No known impact
- ✓ Environmental – No known impacts
- ✓ Interagency – No known impacts

RECOMMENDATION:

Staff recommends the Board of Directors approve the increase in wages as outlined and shown in the proposed salary range Exhibit B.1.

APPROVED:



James E. McDougald, Division Chief

5/14/2020
Date

Current Fire Inspector Annual Salary Range & Production revised as of 5/13/2020			
Fire Department	<i>Fire Inspector I Systems Inspector Prevention Inspector</i>	<i>Fire Inspector II/III Fire Protection Specialist/Senior Inspector</i>	
City of Clovis	62,340-75,780		69,432-84,396
Merced County	56,280-68,412		62,052-75,420
City of Fresno	50,616-60,888		66,876-80,556
City of Visalia	56,856-71,472		66,648-83,784
City of Tulare	49,356-59,988		71,472-86,880
Tulare County	41,738-50,867		
North Central Fire District	61,584-68,232		
AVERAGE ANNUAL SALARY	54,110-65,091		67,296-82,207
Fresno County Fire Prot. District	42,286-51,399		48,963-62,490

Fresno County Fire Prot. Dist	Revenue P&P Fees
Fiscal year 2016/2017	\$221,422.00
Fiscal year 2017/2018	\$330,298.00
Fiscal year 2018/2019	\$358,246.00
Fiscal year 2019/2020	\$298,930.00
Average Revenue	\$302,224.00
Total Revenue	\$302,224.00

Additional information		
HR use only		
Salary Information:	Fire Inspector Hourly	Fire Inspector Annual
Starting Salary	\$20.33	\$42,286.40
After completion of 1 st year +5%	\$21.35	\$44,400.72
After completion of 2 nd year +5%	\$22.41	\$46,620.76
After completion of 3 rd year +5%	\$23.53	\$48,951.79
After completion of 4th year +5%	\$24.71	\$51,399.38
Additional information		
HR use only		
Salary Information:	Senior Inspector Hourly	Fire Inspector Annual
Starting Salary	\$23.54	\$48,963.20
After completion of 1 st year +5%	\$24.72	\$51,411.36
After completion of 2 nd year +5%	\$25.95	\$53,981.93
After completion of 3 rd year +5%	\$27.25	\$56,681.02
After completion of 4th year +5%	\$28.61	\$59,515.08
After completion of 5th year +5%	\$30.04	\$62,490.83



FRESNO COUNTY FIRE

PROTECTION DISTRICT

EXHIBIT A.1

210 South Academy Avenue
 Sanger, California 93657
 Telephone: (559) 493-4300
 Fax: (559) 875-8473
www.fresnocountyfire.org

POLICY NO.: 1004
SUBJECT: Schedule C Employee Salary and Wage Ranges
REVISION DATE: 02/19/2020

Salary and Wage Ranges:

<u>IT Administrator</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.85	\$60,008
Maximum Wage	\$36.82	\$76,588

<u>Facility Repair Coordinator</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.00	\$58,240
Maximum Wage	\$35.74	\$74,331

<u>GIS Analyst</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$23.99	\$49,899
Maximum Wage	\$30.62	\$63,685

<u>Fire Inspector</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$20.33	\$42,286
Maximum Wage	\$24.71	\$51,397

<u>Fire Inspector, Senior</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$23.54	\$48,963
Maximum Wage	\$30.04	\$62,483

<u>Fire Inspector, Part-Time/Temporary</u>	<u>Hourly</u>	<u>Annual</u>
Wage	\$18.00	\$37,440

<u>Administrative Assistant</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$15.00	\$31,200
Maximum Wage	\$19.14	\$39,820

<u>Administrative Officer</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Salary	\$47.45	\$ 98,700
Maximum Salary	\$57.68	\$119,970

<u>Heavy Equipment Mechanic</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.00	\$58,240
Maximum Wage	\$35.74	\$74,331

<u>Equipment Services Assistant</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$18.00	\$37,440
Maximum Wage	\$22.00	\$45,760

<u>Fleet Services Technician</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.00	\$58,240
Maximum Wage	\$35.74	\$74,331

Proposed Fire Inspector Annual Salary Range & Production				
revised as of 5/13/2020				
Fire Department		<i>Fire Inspector I Systems Inspector Fire Prevention Inspector</i>		<i>Fire Inspector II/III Fire Protection Specialist/Senior Inspector</i>
City of Clovis		62,340-75,780		69,432-84,396
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Tulare County		41,738-50,867		
North Central Fire Prot. District		61,584-68,232		
AVERAGE ANNUAL SALARY		54,110-65,091		67,296-82,207
Fresno County Fire Prot. District		52,858-64,249		67,475-82,016

Fresno County Fire Prot. Dist	Revenue P&P Fees
Fiscal year 2016/2017	\$221,422.00
Fiscal year 2017/2018	\$330,298.00
Fiscal year 2018/2019	\$358,246.00
Fiscal year 2019/2020	\$298,930.00
Average Revenue	\$377,780.00
Total Revenue	\$377,780.00

July 1 thru March 30
 \$224,198 divided by 9 months equals average of \$24,910/month times 12 to complete the fiscal year

Additional information		
HR use only		
Salary Information:	Fire Inspector Hourly	Fire Inspector Annual
Starting Salary	\$25.413	\$52,858.00
After completion of 1 st year +5%	\$26.683	\$55,500.90
After completion of 2 nd year +5%	\$28.017	\$58,275.95
After completion of 3 rd year +5%	\$29.418	\$61,189.74
After completion of 4th year +5%	\$30.889	\$64,249.23

Additional information		
HR use only		
Salary Information:	Senior Inspector Hourly	Senior Fire Inspector Annual
Starting Salary	\$32.440	\$67,475.20
After completion of 1 st year +5%	\$34.062	\$70,848.96
After completion of 2 nd year +5%	\$35.765	\$74,391.41
After completion of 3 rd year +5%	\$37.553	\$78,110.98
After completion of 4th year +5%	\$39.431	\$82,016.53



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<u>GIS Analyst</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$23.99	\$49,899
Maximum Wage	\$30.62	\$63,685

<u>Fire Inspector</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$25.41	\$52,858
Maximum Wage	\$30.89	\$64,249

<u>Fire Inspector, Senior</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$32.44	\$67,475
Maximum Wage	\$39.43	\$82,016

<u>Fire Inspector, Part-Time/Temporary</u>	<u>Hourly</u>	<u>Annual</u>
Wage	\$18.00	\$37,440

<u>Administrative Assistant</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$15.00	\$31,200
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