



# VENTURA COUNTY FIRE DEPARTMENT

Dustin Gardner, Fire Chief  
165 Durley Avenue, Camarillo, CA 93010-8586

Website: VCFD.org  
Twitter: @VCFD  
Facebook: @VenturaCountyFire  
Instagram: @VenturaCountyFire

Contact: Dustin Gardner  
*Fire Chief*  
Phone: (805) 389-9710  
Email: Dustin.Gardner@ventura.org

June 4, 2024

Board of Directors  
Ventura County Fire Protection District  
800 S. Victoria Avenue  
Ventura, CA 93009

### **SUBJECT:**

Adoption of a Resolution Authorizing the Addition of Fifteen Regular Full-Time Equivalent Position Allocations and Deletion of Seven Regular Full-Time Vacant Position Allocations for Ventura County Fire Protection District's Operations and Support Services Unit, Effective June 04, 2024.

### **RECOMMENDATION:**

1. Adoption of the attached Resolution (Exhibit 1) establishing Fifteen (15) New Regular Full-Time Equivalent positions and Deleting Seven (7) Regular Full-Time Vacant Positions for Ventura County Fire Protection District's (Fire District) Operations and Support Services Unit for the expansion of services to the public, effective June 04, 2024, as follows:

Fifteen (15) new positions to add:

Position Number	Job Code.	Classification Title	Dept .	Unit	FTE	Compensation Frequency	Annual Salary
NEW	00370	Fire Division Chief	FPD	2721	1.0	\$5,748.45- \$7,742.88/ Biweekly	\$149,459.83- \$201,314.87
NEW	01048	Fire Investigator Specialist	FPD	2721	1.0	\$57.43- \$69.25/ Hourly	\$119,464.73- \$144,047.21
NEW	00750	Fire Captain	FPD	2721	1.0	\$55.86- \$67.35/ Hourly	\$116,185.30 - \$140,097.89
NEW	00760	Fire Engineer	FPD	2721	8.0	\$47.95- \$57.82/ Hourly	\$99,740.17 - \$120,259.26
NEW	00325	Senior Fire Control Worker	FPD	2721	4.0	\$21.77- \$29.00/Hourly	\$45,284.74- \$60,326.41

Seven (7) positions to delete:

Position No.	Job Code.	Title	Dept.	Unit	FTE	Compensation Frequency	Range
7570	00324	Fire Control Worker	FPD	2721	1.0	\$19.70-\$26.36/ Hourly	\$40,981.14-\$54,823.53
7571	00324	Fire Control Worker	FPD	2721	1.0	\$19.70-\$26.36/ Hourly	\$40,981.14-\$54,823.53
7808	00324	Fire Control Worker	FPD	2721	1.0	\$19.70-\$26.36/ Hourly	\$40,981.14-\$54,823.53
7892	00324	Fire Control Worker	FPD	2721	1.0	\$19.70-\$26.36/ Hourly	\$40,981.14-\$54,823.53
22064	00324	Fire Control Worker	FPD	2721	1.0	\$19.70-\$26.36 /Hourly	\$40,981.14-\$54,823.53
22066	00324	Fire Control Worker	FPD	2721	1.0	\$19.70-\$26.36/ Hourly	\$40,981.14-\$54,823.53
22067	00324	Fire Control Worker	FPD	2721	1.0	\$19.70-\$26.36/ Hourly	\$40,981.14-\$54,823.53

**FISCAL/MANDATES IMPACT:**

Mandatory: No  
 Source of Funding: Department of Forestry and Fire Protection (CAL FIRE)  
 Funding Match Required: None  
 Impact on Other Departments: None

**Summary of Revenues and Costs:**

	<b><u>FY 2023-24</u></b>	<b><u>FY 2024-25</u></b>
Revenue:		
State Aid Other	\$ 218,499	\$ 2,621,989
Total Revenue	\$ 218,499	\$ 2,621,989
Costs:		
Direct	\$ 218,499	\$ 2,621,989
Indirect-Agency/Dept.	-	-
Indirect-County CAP	-	-
Total Costs	\$ 218,499	\$ 2,621,989
Net Cost:	\$ -	\$ -

<b>FY 2023-24 Budget Projection for Fire District – Operations and Support Services - Unit 2721</b>				
	Adopted Budget	Adjusted Budget	Projected Actual	Estimated Savings/(Deficit)
Appropriations	185,804,176	215,892,141	209,761,998	6,130,143
Revenue	195,536,454	202,489,153	220,414,426	17,925,273
Net Cost	(9,732,278)	13,402,988	(10,652,428)	24,055,416

Note: Revenue and appropriations are included in the FY2023-24 adjusted budget and the FY2024-25 Recommended budget for these positions.

**STRATEGIC PLAN:**

This letter aligns with the County's Strategic Plan, prioritizing health, safety, and resilient communities. It is designed to meet the goal of maintaining a high-performing public safety service.

**DISCUSSION:**

The Fire District is requesting approval to establish fifteen (15) new regular full-time equivalent positions (FTEs) with an annual salary and benefit cost of \$3,062,965 plus \$224,664 increase in operating cost and deleting seven (7) FTEs with an annual salary and benefit cost of \$665,640 for a net cost increase of \$2,621,989, which is funded by \$2,621,989 in revenue from CAL FIRE. This requested change also increases the Fire District's positions by eight (8) FTEs. The request for an additional allocation of 15 positions will enable the Fire District to appoint a fifth Division Chief to oversee the Wildland & Aviation Unit. This will also facilitate the hiring of an extra Fire Investigator and a full-time Fire Captain to manage the fourth CAL FIRE-funded Fire Crew. Additionally, we aim to allocate eight Fire Engineer positions to act as Crew bosses. This will help distribute supervision effectively and maintain optimal control over the 21-member workforce in each crew. Moreover, it will ensure the appropriate supervision requirements for the workforce.

The extra funding from the State will help offset the rising costs associated with salaries, benefits, services, and supply expenses.

Wildland firefighting hand crews are a vital suppression resource in the battle against wildfires. Climate change continues to intensify the number and complexity of wildfires and lengthen the fire season in California. The State has experienced unprecedented wildfire activity over the past several years—four of the twenty largest wildfires in its history were in 2021. They result in a greater need for specialized firefighting resources like hand crews.

Through contractual agreement (authorized by California Public Resources Code, Section 4129), the County Fire Departments for Marin, Kern, Santa Barbara, Ventura, Los Angeles, and Orange, collectively known as "Contract Counties," provide wildland fire protection to lands designated by the State Board of Forestry as State Responsibility Area (SRA) within their respective counties. CAL FIRE received an additional \$22.4 million General Fund in FY22/23 and \$31.5 million ongoing to fund 12 hand crews in the six Contract Counties. The funding will be distributed equally amongst the six CAL FIRE Contract Counties, allowing each county to staff an additional Type I hand crew in FY22/23 and a second in FY 23/24. The first-year CAL FIRE funding includes an additional \$1.0 million to accommodate funding for emergency crew transport, facilities, and equipment. The ongoing funding is \$2.6 million per fiscal year for each Contract County.

This Board letter and Resolution have been reviewed by the County Executive Office, the Auditor-Controller's Office, and County Counsel. If you have any questions, please contact me at (805) 389-9704 or Business Services Manager Tom Kasper at (805) 389-9764.

Dustin Gardner  
Fire Chief

ML/TK:bw

Attachment: Resolution