



FRESNO COUNTY FIRE

PROTECTION DISTRICT

Honor, Integrity, Cooperation & Professionalism

MEMORANDUM

Date: 2/1/2019

To: Board Directors

Attn: Mike Del Puppo
President

From: Fire District Staff

Subject: Advanced Instructor Hourly Pay Rates – Mid Valley Regional Fire Training Center

BOARD OF DIRECTOR'S BRIEFING PAPER

ISSUE:

The Mid Valley Regional Fire Training Center (MVRFTC) currently has only one approved hourly rate for contract instructors teaching basic and intermediate ICS level courses. There isn't an hourly rate for contract instructors teaching advanced classes such as chief officer or executive chief officer level classes.

BACKGROUND:

The Mid Valley Regional Fire Training Center (MVRFTC) opened in October of 2016 charged with, and delivers, a wide range of training programs to our firefighters, partnering agencies, other emergency responders, state and local government agencies, and aspiring firefighters entering the work force. These efforts represent a significant contribution to our ability, and the ability of the region to prepare, to respond, and to recover from natural disasters, fires, and other emergencies. The MVRFTC provides standardized training to approximately 400 career, paid call and civilian personnel from CAL FIRE / Fresno County Fire Protection District annually to meet the required minimum and annual in service training requirements pursuant to state and national standards. In addition, we offer outreach training to partnering fire agencies from throughout the region in basic firefighting skills, driver operator, EMS, and technical rescue delivered at our training center. Externally, the MVRFTC provides fee based courses to aspiring firefighters entering the work force and continuing education to career and volunteer firefighters. The variety of topics offered range from basic entry level

courses, emergency medical, incident command system (ICS) and technical rescue. These fee based courses are delivered by certified state instructors that teach on and off duty to their peers and outside students. The demand for basic and advanced firefighter training continues to increase annually as our training facility increases our student base. It is essential that MVRFTC firefighter training programs and courses remain current, relevant, reliable and available for new firefighters, experienced firefighters and fire officers.

DISCUSSION:

In an ongoing effort to offer courses at each level of the fire service, we need to create more opportunities to educate and qualify personnel to become instructors, thus increasing our depth of instructors, and offer higher level education and training for the company and chief officers.

Currently, our practice is to enter in to a contractual agreement with an individual to be the primary or assistant instructor for a course. These individuals are certified CA State Fire Training instructors and/or credentialed to teach at the national level for basic and intermediate ICS courses. The approved hourly rate for instruction at this level of course is \$30.00 per hour. To attract higher qualified instructors and to teach the advanced chief officer level classes the hourly rate must be comparable to the level of instruction being offered. The region doesn't offer the chief officer or executive chief officer classes. These classes are available in the Bay Area, Sacramento or southern California.

Staff is asking to create an additional hourly rate for advanced instructors to begin offering higher level education. As we offer the instructor, company officer and chief officer level courses the advanced level instructor rate would be \$52.00 per hour. This rate takes into consideration the standard instructor rate per lecture hour and per lab hour currently offered through the State Center Community College District. Lecture style delivery pays \$43.00 - \$56.00 per hour and Lab style pays \$37.00 – \$48.00 per hour. By averaging the higher end hourly rate of each delivery style a flat rate of \$52.00 per hour is proposed. We feel this rate will allow us to attract the needed instructor to add the higher-level courses to our training platform.

ALTERNATIVES:

Do not approve the new instructor hourly rate for Advanced Chief Officer classes.

IMPACTS *(Consider potential consequences related to each of the following areas of concern for proposed alternatives):*

- Fiscal – Net zero fiscal impact since the instructor costs are captured in the registration fees for the advanced classes.

Operational – Provides the opportunity for District employees to attend advanced classes locally.

Legal – No known impact

Labor – No known impact

Sociopolitical – No known impact

Policy – No known impact

Health and safety – No known impact.

Environmental – No known impact.

Interagency – No known impact.

RECOMMENDATION:

Staff is recommending that the Board of Directors approve an hourly rate of \$52.00 per hour for advanced instructors to begin offering higher level education at the MVRFTC. It is also recommended that any Board Member make a motion to approve an hourly rate of \$52.00 per hour for advanced instructors.

APPROVED:



Josh I. Chrisman, Assistant Chief

02/13/2019
Date