



CONFIRE

STAFF REPORT

DATE: March 26, 2024

**FROM: Nathan Cooke
Interim Director**

TO: CONFIRE Admin Committee

SUBJECT: Extra Help Call-Taker and Dispatchers Positions

Recommendation

It is recommended that the CONFIRE Administrative Committee authorize the Interim Director to eliminate the (3) Extra Help Call-Taker and (3) Extra Help Dispatcher positions from CONFIRE.

It is also recommended that the CONFIRE Administrative Committee authorize the Interim Director to add (3) Per Diem Call-Taker and (3) Per Diem Dispatcher positions.

Background

For the last decade or so, CONFIRE has used Extra Help title/position in the Call-Taker and Dispatcher positions, in lieu of part-time positions. This practice was the accepted norm for CONFIRE and the County of San Bernardino. The Extra Help positions are paid a set hourly wage, with no benefits.

As a result of the recently approved agreement with County for Human Resource and Fiscal services, it was brought to our attention that the Extra Help positions are only to be used for a defined period of time (typically not more than 12-months) and for a specific project. The County will no longer allow us to use Extra Help positions as pseudo part-time positions.

As a result, we will need to eliminate the Extra Help Call-Taker and Dispatcher positions and create per diem positions for these classifications.

Fiscal Impact

The fiscal impact will be directly correlated on the number of hours each position works on a weekly basis.

The financial impact will be codified and accounted for in the FY-24/25 annual budget.