



CONFIRE

STAFF REPORT

DATE: August 25, 2026

FROM: Nathan Cooke, Executive Director

TO: CONFIRE Administrative Committee

SUBJECT: Deputy Executive Director Contract – Damian Parsons

Recommendation

Accept and file the Deputy Executive Director contract for Damian Parsons.

Background Information

Damian Parsons has served as the Finance/Admin Director for CONFIRE for the past few years. In that period, Parsons has done a great job in leading the CONFIRE Finance and Admin Divisions and has provided high-level executive leadership to the County Ground Ambulance Implementation team.

Parsons brings decades of executive level leadership experience in local government finance, as well as business operations support.

The CONFIRE Board of Directors recently approved the reorganization of CONFIRE, adding (3) Deputy Executive Director positions and eliminating the Finance/Admin Director position.

As a result of the reorganization and due to Parson's experience and overall performance at CONFIRE, he was appointed to the Deputy Executive Director position on July 25, 2026, by the Executive Director and a contract for 5 years has been executed.

Financial Impact

Salary and benefits provided for in the Contract are already included in the 2026/2027 budget.

- Placement at Salary Range E76B, Step 16: \$275,329.60; and
- Other benefits provided pursuant to the Exempt Compensation Plan

Attachments

Deputy Executive Director Contract
Exempt Compensation Plan