

CAMBRIA COMMUNITY SERVICES DISTRICT

TO: Board of Directors

AGENDA NO. **6.E.**

FROM: John Weigold, General Manager

Meeting Date: October 20, 2022 Subject: CONSIDERATION OF ADOPTION OF
RESOLUTION 68-2022 APPROVING
AN EMPLOYMENT AGREEMENT
FOR NEW FIRE CHIEF

RECOMMENDATIONS:

Staff recommends that the Board of Directors adopt Resolution 68-2022 approving an Employment Agreement with Dr. Justin Vincent as the CCSD's Fire Chief.

FISCAL IMPACT:

Approval of the attached Employment Agreement ("Agreement") will result in a continued annual salary of \$151,463, which is Step E for Fire Chief in the Annual Salary Schedule for Cambria Exempt Employees. There is no increase in salary at this time; however, he will receive a 5% pay raise in July 2024. The Fire Chief will also receive a \$100 match per payroll period to the 457 deferred compensation plan, an annual \$1,000 uniform and boot allowance, and the CCSD will pay costs associated with DMV physicals and paramedic reaccreditation. He will have the use of a CCSD-provided vehicle and cell phone or cell phone stipend for business purposes, and the District will pay \$600 per year for professional dues and publications, as well as \$3,500 per year for meetings and conferences. Additionally, the Fire Chief is eligible for up to \$8500 for relocation and temporary housing expenses.

DISCUSSION:

The CCSD has historically retained its Fire Chief by contract. Accordingly, the attached Employment Agreement, which has an approximate five-year term, has been negotiated by the General Manager for the Board's consideration.

The Board is advised that significant effort was expended during the search for a new Fire Chief. Finalist candidates were interviewed multiple times, including through an in-person panel which consisted of Board, staff, three regional active fire chiefs, the IAFF union representative, and a Fire Safe Focus Group representative. This provided the General Manager with significant input during the decision-making process.

Attachments: Resolution 68-2022

Exhibit "A" - Employment Agreement with Dr. Justin Vincent

Exhibit "A" - Employment Agreement with Dr. Justin Vincent Redlined