



DEPARTMENT OF HUMAN RESOURCES
COUNTY OF MADERA

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Adrienne Y. Calip, Director of Human Resources

Equal Opportunity Employer

DATE: June 14, 2013

TO: The Honorable D. Lynn Jones
Presiding Judge, Madera County Superior Court

FROM: Adrienne Y. Calip
Director of Human Resources

SUBJECT: Response – 2012/13 Grand Jury Report entitled “Madera County Fire Department”

Honorable Judge Jones:

In accordance with California Penal Code Section 933.05(a) and (b), this response addresses the findings and recommendations contained in the above-referenced Report that are subject to my control as the Director of Human Resources.

Finding #10:

The change of job classification for PCFs to “Extra Help” has caused the reduction in PCF benefits and rights which conflict with policies, ordinances and resolutions adopted by the BoS.

Response:

Partially Disagree with the Finding per California Penal Code § 933.05(a) (2). In 2010, the State of California discontinued all payroll services for Paid-Call Firefighters and Paid-Call Driver Operators. As a result, Madera County assumed responsibility for the payroll services and was advised that doing so would help decrease administrative costs.

In order to transition Paid-Call Firefighters and Paid-Call Driver Operators into the County’s payroll system, job specifications and job code numbers were developed and the positions were formally adopted into the County’s Unclassified Service, which is an indicator that incumbents in the positions will never attain Civil Service status with the County. In addition, incumbents that are hired into positions that were adopted into the County’s Unclassified Service are coded in the payroll system as ‘extra-help’.

The fact that these positions were defined as ‘extra-help’ should not have had any impact on the rights and benefits PCFs/Driver Operators received as a result of BoS adopted policies, ordinances and resolutions.

Finding #11:

A contentious work environment for PCFs regarding numerous forms of discrimination exists.

Response:

Disagree with the Finding per California Penal Code § 933.05(a) (2). The Department of Human Resources has no evidence supporting that a contentious work environment exists regarding forms of discrimination, as defined by the Federal and State governments.

Recommendation #9:

The BoS direct that County Administration, Human Resources and the County Fire Chief work together to establish a new classification for PCFs. The new classification should include volunteer/paid call firefighters, driver operators, station captains, rights and pay rates.

Response:

This recommendation has been implemented. County Administration, Human Resources, the County Fire Chief, as well as a professional services contractor are working together to address many issues related to the rights and functions of PCFs and Driver Operators, as well as any perceived issues regarding the lines of communication between the volunteers and career staff.

Recommendation #10:

Human Resources investigate the concerns of PCFs relating to the contentious work environment.

Response:

This recommendation has been implemented. Human Resources will continue to investigate, as appropriate, the concerns of the PCFs relating to the contentious work environment.

AC:ac

Cc: Board of Supervisors