

## Response to Questions on the FY 2009 Advertised Budget Plan

**Request By:** Supervisor Herrity

**Question:** How many F-Scale employees are currently in positions that could be or are identified as civilian employees? What is the expected salary differential for these positions between merit employee salaries and F-Scale salaries?

**Response:** A preliminary analysis from the Fire and Rescue Department identified six uniformed positions that could potentially be transitioned to civilian personnel. The department anticipates that it could take nine to twelve months to effectively transition the positions, as the transition would take place either through attrition or by moving the current incumbents to other uniformed positions. The cost savings anticipated from transitioning the positions to civilian would be small, estimated at \$50,809 for FY 2010.

The Fire and Rescue Department plans to continue to analyze administrative positions that are held by uniformed positions to determine if and when they could be transitioned to civilian personnel.

It should be noted that all Fire Apparatus Mechanic positions (including one Supervisor, one Assistant Supervisor, and eight Mechanics) are currently on the F-Scale although mechanics in the Automobile Mechanic classes in the Department of Vehicle Services currently reside on the S-Scale with other General County employees. Moving the incumbents in the Fire Apparatus Mechanic positions to the S-Scale would not initially result in savings. However, due to the differential in starting salaries between the Fire Apparatus and Automobile Mechanic classes, there would likely be savings over time as the positions vacated.