



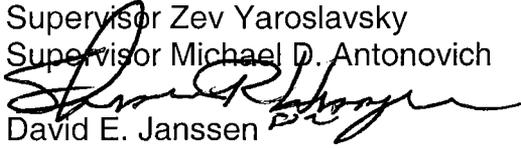
County of Los Angeles CHIEF ADMINISTRATIVE OFFICE

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DAVID E. JANSSEN
Chief Administrative Officer

August 25, 2004

To: Supervisor Don Knabe, Chairman
Supervisor Gloria Molina
Supervisor Yvonne B. Burke
Supervisor Zev Yaroslavsky
Supervisor Michael D. Antonovich

From: 
David E. Janssen
Chief Administrative Officer

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

FIRE DEPARTMENT DEPUTY CHIEFS' SALARY ADJUSTMENTS

Consistent with the August 4, 1998 Board-approved policy on managerial salaries, we have reviewed and recommend Board approval of the Fire Department's request for salary adjustments for Deputy Chief Michael Bryant and Deputy Chief Glenn Massey at annual salaries of \$141,775 each and Deputy Chief Mark Cooper at an annual salary of \$133,880 (Attachment I).

The three Deputy Chiefs are responsible for the management and oversight of three very large and complex bureaus. The following is a summary of their experience and responsibilities:

Michael Bryant, Deputy Chief (UC) and Glenn Massey, Deputy Chief (UC)

Chief Bryant has more than 19 years with the Fire Department. Prior to his appointment as Deputy Chief, he served as a Firefighter, Firefighter Specialist, Captain, Battalion Chief and Assistant Fire Chief. He has a Bachelor of Science Degree in Occupational Studies. As the Deputy Chief of the Special Operations Bureau, Chief Bryant is in command of two divisions including Technical Services (EMS, Training, and Technical Operations/Terrorism) and Command and Control (Dispatch).

Chief Massey has over 21 years with the Fire Department and is currently serving as the Deputy Chief in the Central Region Operations Bureau. He began his career as a Firefighter and has promoted up through the ranks as a Firefighter Specialist, Fire Captain, Battalion Chief and Assistant Chief. He has an Associate Arts Degree in

Fire Science. As Deputy Chief of the Central Region, Operations Bureau, he commands three fire operations Divisions including nine battalions (52 fire stations) as well as the Lifeguard Division (Attachment II).

The Fire Chief is requesting to appoint Deputy Chief Bryant and Deputy Chief Massey to salaries of \$141,775 which is an 11.7 percent increase over their previous salaries. Approval is required since the salary placements are 1.7 percent over the Department's authority and 1.6 percent above the control point. The salary requested would place both Deputy Chiefs at the same salary established for the three previous Deputy Chief appointments that were made in the past two years and were approved by your Board. Since their command and management responsibilities are the same as these other Deputy Chiefs, appointment at the same salary is appropriate and consistent with the previous salaries approved by the Board for Deputy Chiefs in the Fire Department.

Mark Cooper, Deputy Chief (UC), Administrative Bureau

Deputy Chief Cooper has 15 years with the County and has held a number of responsible positions in other County departments. Most recently, he served as the Administrative Deputy for the Office of Public Safety - County Police and then for the Department of Beaches and Harbors. He also served five years as the Executive Assistant to the Fire Chief in the Fire Department, two years as the Chief of Disaster and Community Services for the Department of Coroner, and two years as a Management Analyst with the Chief Administrative Office. He has a Masters Degree in Public Administration and a Bachelor of Science Degree in Finance.

As Deputy Chief of the Administrative Services Bureau, Chief Cooper is responsible for management of four divisions including financial management (includes oversight of the Department's \$700 million budget), Human Resources (includes personnel, payroll, and exams for over 4,000 employees), Information Systems (includes the Computer-Aided Dispatch System and over 1,200 computer sites), and Employee Relations (includes discipline and representing the Department during collective bargaining).

The Fire Chief has requested to appoint Deputy Chief Cooper to an annual salary of \$133,880 which is a 21.2 percent increase over his previous salary. Approval is required since the salary placement is 11.2 percent above the Department's authority, but below the control point. While the salary placement is not equal to the starting salary established for the three previous Deputy Chief appointments, the request would place Deputy Chief Cooper 5.5 percent above the Assistant Chiefs which is a critical aspect of salary administration and consistent with past promotions within the Fire Department.

Each Supervisor
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While the 21.2 percent increase is substantial, it reflects his relatively rapid rise within the County system. If someone from outside the County had been selected for this position, a similar salary level would have been recommended commensurate with the level of responsibilities for this position.

Based on the above information, we recommend approval of the Fire Department's request. In accordance with the policy on managerial salaries, please advise this office if you would like this request placed on the upcoming agenda for Board action. Unless otherwise instructed by September 10, 2004, we will authorize the Fire Department to proceed with these salary adjustments.

Please contact Ernie Miyamoto of my staff at (213) 974-1178 if you have any questions or need additional information.

DEJ:DL
RG:EM:ljp

adjustments.bm

FIRE DEPARTMENT EXECUTIVE STAFF - SALARY RECOMMENDATIONS

<u>Deputy Chiefs' (R16) To Be Promoted</u>	<u>Current Salary</u>	<u>Salary Recommended</u>	<u>Comments</u>
Michael Bryant	\$126,900	\$141,775	11.7% increase
Glenn Massey	\$126,900	\$141,775	11.7% increase
Mark Cooper	\$110,443	\$133,880	21.2% increase 5.5% above Assistant Fire Chief (R15)
<u>Current Deputy Chiefs' (R16)</u>			
Jesus Burciaga	\$148,629		
Michael Dyer	\$141,775		
Melvin Hokanson	\$141,775		
Daryl Osby	\$141,775		

Directories

Subject T

04/01/04

Organization Chart

