



Council Agenda Report

From: Jonathan Stornetta, Fire Chief

Subject: Approval of a Resolution Authorizing the Corporal Position be Added to the List of Emergency Response Classifications Eligible for Reimbursement for Mutual Aid Assignments

CEQA Determination: The City finds that this action is not a project under the California Environmental Quality Act pursuant to State Guidelines Section State CEQA Guidelines, §§ 15060, subd. (c)(2)-(3), 15378.

Date: March 17, 2026

Facts

1. Employees of the City of Paso Robles Fire and Emergency Services and Police Department participate in emergency responses both within and outside its area of jurisdiction. This is commonly known as mutual aid.
2. Participation in these emergency responses is possible only when employees work beyond their normal schedules. As a result, the City is obligated to compensate employees at the applicable overtime rate for hours worked beyond their regular assignments and to provide portal-to-portal compensation when employees are deployed to emergency responses outside the City's jurisdiction.
3. On August 6, 2019, City Council approved Resolution 19-078, authorizing portal-to-portal pay and overtime for the classifications of Fire Chief, Deputy Fire Chief, Fire Battalion Chief, Fire Captain, Fire Engineer, Firefighter, Fire Protection Specialist I, and Fire Protection Specialist II.
4. On December 16, 2025, City Council approved Resolution 25-143, approving the Memorandum of Understanding (MOU) with the Paso Robles Police Association.
5. Amongst other things, the MOU converts the specialty assignment of "Corporal" to a standalone classification. Corporals perform duties such as serving as a lead officer, exercising technical and functional supervision over staff in the field, and coordinating the work of others.
6. A Corporal within the Police Department has been appointed to the San Luis Obispo County All Hazard Incident Management Team as a Liaison Officer.
7. Participation in this regional team requires authorization for overtime and portal-to-portal pay to facilitate mutual aid responses and ensure the City benefits from the enhanced operational knowledge and skills gained from this role.

Options

1. Take no action;
2. Approve a resolution affirming the classifications of Corporal to receive portal-to-portal pay and overtime consistent with the classifications Memorandum of Understanding;
3. Provide alternative direction to staff.

Analysis and Conclusions

Participation in mutual aid assignments is an important component of the statewide emergency response system and ensures that sufficient public safety resources are available during large-scale incidents such as wildfires and other disasters. When City personnel are deployed on mutual aid assignments, the City must comply with State and Federal wage and hour laws by compensating its FLSA non-exempt employees for all hours worked. This includes portal-to-portal compensation for travel time to and from out-of-county mutual aid incidents. In addition, when employees are assigned to these deployments, the City must backfill their regular assignments with off-duty personnel, who are compensated at the one-and-one-half time rate, as well.

Fiscal Impact

Approving the resolution will ensure the City remains eligible to receive reimbursement commensurate with its actual personnel costs, including those associated with the Corporal position assigned to fire incidents, thereby protecting the City's financial interests while continuing to support regional emergency response efforts.

CEQA

The City finds that this action is not a project under the California Environmental Quality Act pursuant to State Guidelines Section State CEQA Guidelines, §§ 15060, subd. (c)(2)-(3), 15378.

Recommendation

Approve Resolution 26-XXX, affirming the classifications of Corporal to receive portal-to-portal pay and overtime consistent with the classifications Memorandum of Understanding.

Attachments

1. Resolution 26-XXX – Affirming Corporal Position Eligible for Mutual Aid Reimbursement