

RESOLUTION No. 22-08

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH CENTRAL FIRE PROTECTION DISTRICT TO AMEND RESOLUTION NO. 22-04 TO ESTABLISH SALARIES AND BENEFITS FOR CURRENT AND FUTURE EMPLOYEES.

WHEREAS, the North Central Fire Protection District (DISTRICT) is a California special district located in the County of Fresno, and

WHEREAS, it is the DISTRICT's desire to provide fair and legal payment to all its employees for time worked; and

WHEREAS, the DISTRICT has in its employ, SAFETY AND NON-SAFETY employees; and

WHEREAS, there is a need to amend Resolution No. 22-04 adopted at a regular board meeting on March 24, 2022,

WHEREAS, the Board of Directors of the DISTRICT has reviewed the proposed salaries for all of its employees; and

WHEREAS, the DISTRICT shall enter into a separate employment agreement with the Fire Chief; and

WHEREAS, the DISTRICT will compensate its employees' overtime in accordance with this SALARIES AND BENEFITS RESOLUTION while during the course of their employment and away from their official duty station and assigned to an emergency incident, in support of an emergency incident, or pre-positioned for emergency response as defined in the California Fire Assistance Agreement or Mutual-Aid Agreements.

NOW THEREFORE BE IT RESOLVED that the conditions set forth in this resolution, as stated below, take effect upon adoption by the North Central Fire Protection District Board of Directors.

1. Compensation. A base salary range for each employee position are established in Exhibit A1.
2. Premium Pay. Suppression personnel will receive a ten percent (10%) Premium Pay for forty-hour (40) Staff positions.
3. Uniform Allowance. The District shall reimburse employee for the actual cost of any expenses incurred to purchase or replace a District

authorized uniform, up to Seven Hundred Fifty and No/100 Dollars (\$750.00) per fiscal year.

4. Vacation. All vacation time shall be earned and credited to permanent employees on a monthly basis. Mid-Management is credited 1/3 of their vacation hours on the first day of the Fiscal Year. Employees in the following job classes shall earn annual vacation per the following:

40-hour Shift Employees

- a. Up to and including five years of service – ten (10) working days. Mid-Management 15 days
- b. Six years through ten years of service – fourteen (14) working days. Mid-Management 17.5 days.
- c. Eleven years of service or more – eighteen (18) working days. Mid-Management 20 days.

56-hour Shift Employees

- a. Up to and including five years of service – five (5) shifts (120 hours). Mid-Management 7.5 shifts
- b. Six years through ten years of service – seven (7) shifts (168 hours). Mid-Management 10 shifts
- c. Eleven years of service or more – nine (9) shifts (216 hours). Mid-Management 12 shifts

*Mid-Management are those positions that are FLSA overtime exempt.

5. Sick Leave. Fifty-six (56) hour employees shall accrue sick leave at the rate of 12 hours a month, and forty (40) hour employees accrue sick leave at the rate of 8 hours a month. Part-time employees will be provided the state minimum required 24 hours (3 days) of sick leave at the beginning of each 12-month period.
6. Health and Welfare Contribution. The District will make available group medical, dental, optical and life insurance to all fulltime employees; however, DISTRICT's contribution shall be 80% of the total cost for these benefits with a maximum DISTRICT contribution of \$1,600 per month effective January 1, 2021.
7. Holiday Pay. 40-hour employees are eligible for a maximum of 88 hours of paid holiday time. When a holiday falls on a Sunday, the following Monday will be observed as the holiday. When a holiday falls on a Saturday, the preceding Friday will be observed as the holiday. Any employee whose regular assignment requires work on a holiday shall receive compensatory pay at straight time equal to the number of hours worked. Likewise, when the holiday falls on the employee's regularly scheduled

day off, they shall receive one day of compensatory pay. No leave hours shall carryover to the next year to be cashed out. The Fire Chief may on occasion assign certain employees to work on a designated holiday. When this occurs, the employee shall receive one hour of paid overtime for each hour worked.

The District provides a maximum total of 88 hours paid holiday time per calendar year to 40-hour employees. This equals to ten (10) regular 8-hour workdays and two (2) ½ days or four (4) work hours each, on Christmas Eve Day, December 24th, and Friday afternoon prior to Easter Sunday.

56-hour employees are compensated an additional ½ time when working a District recognized holiday.

The District recognized holidays are:

1. New Year's Day, January 1
2. Martin Luther King Day, Third Monday in January
3. Washington's Birthday, Third Monday in February
4. Memorial Day, Fourth Monday in May
5. Independence Day, July 4
6. Labor Day, First Monday in September
7. Veterans Day, November 11
8. Thanksgiving Day, Fourth Thursday in November
9. Day After Thanksgiving Day
10. Christmas Day, December 25

8. Retirement.

The District adopted a 401(a) Defined Benefit Plan at a special board meeting held on December 12, 2018. Under this Plan, the District will contribute 13.02% for safety employees and 12.72% for non-safety employees of an employee's base salary.

This Resolution supersedes and replaces all prior District resolutions establishing salaries and benefits to current and future employees as of the date of adoption of this resolution.

Passed and adopted at a regular meeting of the Board of Directors of the North Central Fire Protection District held on this 28th day of July 2022 by the following vote:

AYES: Mr. Golden, Mr. Foglio, Mr. Nomini, Ms. Souza

NOES: 0

ABSENT: Mr. Abrahamian

ABSTAIN: 0

APPROVED:


Rusty Nonini, Board Vice Chairperson
North Central Fire Protection District

ATTEST:

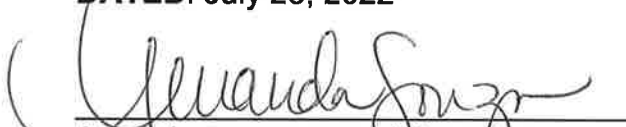

Amanda Souza, Board Secretary
North Central Fire Protection District

CERTIFICATE

STATE OF CALIFORNIA)
COUNTY OF FRESNO) ss.
CITY OF KERMAN)

I, Amanda Souza, Board Secretary of the North Central Fire Protection District, do hereby certify the foregoing Resolution of the Board of Directors of the North Central Fire Protection District was duly passed and adopted at a regular meeting of the Board of Directors on July 28, 2022.

DATED: July 28, 2022


Amanda Souza, Board Secretary

"EXHIBIT A1"
RESOLUTION NO. 22-08
NORTH CENTRAL FIRE PROTECTION DISTRICT
SALARY SCALE
EFFECTIVE JULY 16, 2022

| | Position | Pay Rate | Step I | Step II | Step III | |
|---------------------------------------|--|--|---------|---------|----------|--|
| SWORN - SAFETY | Firefighter I | Monthly Base Pay | 4,484 | 4,720 | | |
| | | Annual Base Pay | 53,808 | 56,640 | | |
| | Firefighter II | Monthly Base Pay | 4,982 | 5,244 | 5,520 | |
| | | Annual Base Pay | 59,784 | 62,928 | 66,240 | |
| | Engineer | Monthly Base Pay | 5,485 | 5,773 | 6,077 | |
| | | Annual Base Pay | 65,820 | 69,276 | 72,924 | |
| | Captain | Monthly Base Pay | 6,032 | 6,350 | 6,684 | |
| | | Annual Base Pay | 72,384 | 76,200 | 80,208 | |
| MANAGEMENT SWORN - SAFETY | Fire Marshal | Monthly Base Pay | 8,558 | 8,986 | 9,435 | |
| | | Annual Base Pay | 102,696 | 107,832 | 113,220 | |
| | Battalion Chief | Monthly Base Pay | 9,435 | 9,933 | 10,456 | |
| | | Annual Base Pay | 113,220 | 119,196 | 125,472 | |
| | Deputy Chief | Monthly Base Pay | 11,300 | 11,865 | 12,458 | |
| | | Annual Base Pay | 135,600 | 142,380 | 149,496 | |
| | Fire Chief | The District Fire Chief salary is based on a salary range | | | | |
| | | Monthly Salary Range | 11,751 | - | 13,280 | |
| Annual Salary Range | | 141,012 | - | 159,360 | | |
| SWORN NON-SAFETY | Inspector | Monthly Base Pay | 5,392 | 5,675 | 5,974 | |
| | | Annual Base Pay | 64,704 | 68,100 | 71,688 | |
| | Community Risk Reduction Specialist | Monthly Base Pay | 4,692 | 4,896 | 5,202 | |
| | | Annual Base Pay | 56,304 | 58,752 | 62,424 | |
| NON-SWORN -- NON-SAFETY | General Manager | The District Business Manager salary is based on a salary range | | | | |
| | | Monthly Salary Range | 5,438 | - | 8,454 | |
| | | Annual Salary Range | 65,256 | - | 101,448 | |
| | Executive Assistant | Monthly Base Pay | 4,953 | 5,214 | 5,489 | |
| | | Annual Base Pay | 59,436 | 62,568 | 65,868 | |
| | Principal Account Clerk | Monthly Base Pay | 4,423 | 4,656 | 4,901 | |
| | | Annual Base Pay | 53,076 | 55,872 | 58,812 | |
| | Senior Account Clerk | Monthly Base Pay | 3,895 | 4,100 | 4,316 | |
| | | Annual Base Pay | 46,740 | 49,200 | 51,792 | |
| | Administrative Clerk | Monthly Base Pay | 2,678 | 2,811 | 2,952 | |
| | | Annual Base Pay | 32,136 | 33,732 | 35,424 | |
| Information Technology Manager | Monthly Base Pay | 4,407 | 4,639 | 4,883 | | |
| | Annual Base Pay | 52,884 | 55,668 | 58,596 | | |
| Property Maintenance Worker | Monthly Base Pay | 4,202 | 4,413 | 4,633 | | |
| | Annual Base Pay | 50,424 | 52,956 | 55,596 | | |
| Paid Intern | \$15 an hour or State of California Minimum Wage, whichever is higher. | | | | | |

"EXHIBIT A1"
RESOLUTION NO. 22-08
NORTH CENTRAL FIRE PROTECTION DISTRICT
SALARY SCALE
EFFECTIVE JANUARY 01, 2023

| | Position | Pay Rate | Step I | Step II | Step III | |
|------------------------------------|--|--|---------|---------|----------|---------|
| SWORN - SAFETY | Firefighter I | Monthly Base Pay | 4,619 | | 4,862 | |
| | | Annual Base Pay | 55,428 | | 58,344 | |
| | Firefighter II | Monthly Base Pay | 5,131 | | 5,401 | 5,686 |
| | | Annual Base Pay | 61,572 | | 64,812 | 68,232 |
| | Engineer | Monthly Base Pay | 5,650 | | 5,946 | 6,259 |
| | | Annual Base Pay | 67,800 | | 71,352 | 75,108 |
| | Captain | Monthly Base Pay | 6,213 | | 6,541 | 6,885 |
| | | Annual Base Pay | 74,556 | | 78,492 | 82,620 |
| MANAGEMENT SWORN - SAFETY | Fire Marshal | Monthly Base Pay | 8,815 | | 9,256 | 9,718 |
| | | Annual Base Pay | 105,780 | | 111,072 | 116,616 |
| | Battalion Chief | Monthly Base Pay | 9,718 | | 10,231 | 10,770 |
| | | Annual Base Pay | 116,616 | | 122,772 | 129,240 |
| | Deputy Chief | Monthly Base Pay | 11,639 | | 12,221 | 12,832 |
| | | Annual Base Pay | 139,668 | | 146,652 | 153,984 |
| | Fire Chief | The District Fire Chief salary is based on a salary range | | | | |
| | | Monthly Salary Range | | 11,751 | - | 13,678 |
| Annual Salary Range | | | 141,012 | - | 164,136 | |
| SWORN NON-SAFETY | Inspector | Monthly Base Pay | 5,554 | | 5,845 | 6,153 |
| | | Annual Base Pay | 66,648 | | 70,140 | 73,836 |
| | Community Risk Reduction Specialist | Monthly Base Pay | 4,833 | | 5,043 | 5,358 |
| | | Annual Base Pay | 57,996 | | 60,516 | 64,296 |
| NON SWORN - NON SAFETY | General Manager | The District Business Manager salary is based on a salary range | | | | |
| | | Monthly Salary Range | | 5,438 | - | 8,708 |
| | | Annual Salary Range | | 65,256 | - | 104,496 |
| | Executive Assistant | Monthly Base Pay | 5,102 | | 5,370 | 5,654 |
| | | Annual Base Pay | 61,224 | | 64,440 | 67,848 |
| | Principal Account Clerk | Monthly Base Pay | 4,556 | | 4,796 | 5,048 |
| | | Annual Base Pay | 54,672 | | 57,552 | 60,576 |
| | Senior Account Clerk | Monthly Base Pay | 4,012 | | 4,223 | 4,446 |
| | | Annual Base Pay | 48,144 | | 50,676 | 53,352 |
| | Administrative Clerk | Monthly Base Pay | 2,758 | | 2,895 | 3,041 |
| | | Annual Base Pay | 33,096 | | 34,740 | 36,492 |
| | Information Technology Manager | Monthly Base Pay | 4,539 | | 4,778 | 5,030 |
| Annual Base Pay | | 54,468 | | 57,336 | 60,360 | |
| Property Maintenance Worker | Monthly Base Pay | 4,328 | | 4,545 | 4,772 | |
| | Annual Base Pay | 51,936 | | 54,540 | 57,264 | |
| Paid Intern | \$15 an hour or State of California Minimum Wage, whichever is higher. | | | | | |

"EXHIBIT A1"
RESOLUTION NO. 22-08
NORTH CENTRAL FIRE PROTECTION DISTRICT
SALARY SCALE
EFFECTIVE JANUARY 01, 2024

| | Position | Pay Rate | Step I | Step II | Step III | |
|---------------------------------------|--|--|---------|---------|----------|--|
| SWORN - SAFETY | Firefighter I | Monthly Base Pay | 4,758 | 5,008 | | |
| | | Annual Base Pay | 57,096 | 60,096 | | |
| | Firefighter II | Monthly Base Pay | 5,285 | 5,563 | 5,857 | |
| | | Annual Base Pay | 63,420 | 66,756 | 70,284 | |
| | Engineer | Monthly Base Pay | 5,820 | 6,124 | 6,447 | |
| | | Annual Base Pay | 69,840 | 73,488 | 77,364 | |
| | Captain | Monthly Base Pay | 6,399 | 6,737 | 7,092 | |
| | | Annual Base Pay | 76,788 | 80,844 | 85,104 | |
| MANAGEMENT SWORN - SAFETY | Fire Marshal | Monthly Base Pay | 9,079 | 9,534 | 10,010 | |
| | | Annual Base Pay | 108,948 | 114,408 | 120,120 | |
| | Battalion Chief | Monthly Base Pay | 10,010 | 10,538 | 11,093 | |
| | | Annual Base Pay | 120,120 | 126,456 | 133,116 | |
| | Deputy Chief | Monthly Base Pay | 11,988 | 12,588 | 13,217 | |
| | | Annual Base Pay | 143,856 | 151,056 | 158,604 | |
| | Fire Chief | The District Fire Chief salary is based on a salary range | | | | |
| | | Monthly Salary Range | 11,751 | - | 14,088 | |
| Annual Salary Range | | 141,012 | - | 169,056 | | |
| SWORN NON-SAFETY | Inspector | Monthly Base Pay | 5,721 | 6,020 | 6,338 | |
| | | Annual Base Pay | 68,652 | 72,240 | 76,056 | |
| | Community Risk Reduction Specialist | Monthly Base Pay | 4,978 | 5,194 | 5,519 | |
| | | Annual Base Pay | 59,736 | 62,328 | 66,228 | |
| NON SWORN -- NON SAFETY | General Manager | The District Business Manager salary is based on a salary range | | | | |
| | | Monthly Salary Range | 5,438 | - | 8,969 | |
| | | Annual Salary Range | 65,256 | - | 107,628 | |
| | Executive Assistant | Monthly Base Pay | 5,255 | 5,531 | 5,824 | |
| | | Annual Base Pay | 63,060 | 66,372 | 69,888 | |
| | Principal Account Clerk | Monthly Base Pay | 4,693 | 4,940 | 5,199 | |
| | | Annual Base Pay | 56,316 | 59,280 | 62,388 | |
| | Senior Account Clerk | Monthly Base Pay | 4,132 | 4,350 | 4,579 | |
| | | Annual Base Pay | 49,584 | 52,200 | 54,948 | |
| | Administrative Clerk | Monthly Base Pay | 2,841 | 2,982 | 3,132 | |
| | | Annual Base Pay | 34,092 | 35,784 | 37,584 | |
| Information Technology Manager | Monthly Base Pay | 4,675 | 4,921 | 5,181 | | |
| | Annual Base Pay | 56,100 | 59,052 | 62,172 | | |
| Property Maintenance Worker | Monthly Base Pay | 4,458 | 4,681 | 4,915 | | |
| | Annual Base Pay | 53,496 | 56,172 | 58,980 | | |
| Paid Intern | \$15 an hour or State of California Minimum Wage, whichever is higher. | | | | | |