

## RESOLUTION No. 19-02

### RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH CENTRAL FIRE PROTECTION DISTRICT TO AMEND RESOLUTION NO. 18-06 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. 18-06 adopted at a regular board meeting on August 23, 2018,

**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. A ten percent (10%) Premium Pay for forty hour (40) Staff Captain 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 the employee 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 position that are FSLA 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.
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 \$1,500 per month.
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 on 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 24<sup>th</sup>, 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 will contribute 12.5% for safety and 8 % for non-safety of an employee's salary into a tax-qualified deferred plan under the Internal Revenue Code, until which time a defined contribution/benefit plan or PERS system is adopted by the District and is in place.

The District adopted a 401(a) Defined Benefit Plan at a special board meeting held on December 12, 2018. As of the effective date, contributions can be made into the District's 401(a) Defined Benefit Plan. Under this Plan, the District will contribute 10.3% for safety and 10.8% for non-safety of an employee's base salary. The District contribution listed in the above paragraph into a tax-qualified deferred plan under the Internal Revenue Code will discontinue when the contributions into the District's 401(a) Defined Benefit Plan begins.

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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 24th day of January 2019 by the following vote:

**AYES:** Abrahamian, Belluomini, Foglio, Nonini and Souza

**NOES:**

**ABSENT:**

**ABSTAIN:**

**APPROVED:**



Ken Abrahamian, Board Chairperson

**ATTEST:**



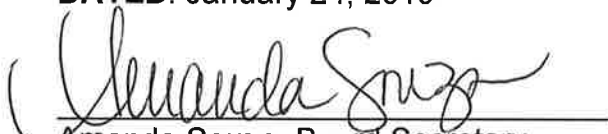
Amanda Souza, Board Secretary

**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 January 24, 2019.

**DATED:** January 24, 2019



Amanda Souza, Board Secretary

**"EXHIBIT A1"  
RESOLUTION NO. 19-02**

**NORTH CENTRAL FIRE PROTECTION DISTRICT  
SALARY SCALE**

<b>Position</b>	<b>Pay Rate</b>	<b>Step I</b>	<b>Step II</b>	<b>Step III</b>
<b>Firefighter Intern</b>	State of California Minimum Wage			
<b>Firefighter</b>	Monthly Base Pay	4,884	5,141	5,412
	Annual Base Pay	58,608	61,692	64,944
<b>Engineer</b>	Monthly Base Pay	5,377	5,660	5,958
	Annual Base Pay	64,524	67,920	71,496
<b>Captain</b>	Monthly Base Pay	5,914	6,225	6,553
	Annual Base Pay	70,968	74,700	78,636
<b>Admin Captain</b>	Monthly Base Pay	5,914	6,225	6,553
	Premium Pay	591	623	655
	Annual Base Pay	78,060	82,176	86,496
<b>Fire Marshal</b>	Monthly Base Pay	8,146	8,553	8,981
	Annual Base Pay	97,752	102,636	107,772
<b>Battalion Chief</b>	Monthly Base Pay	8,981	9,454	9,952
	Annual Base Pay	107,772	113,448	119,424
<b>Deputy Chief</b>	Monthly Base Pay	10,755	11,293	11,858
	Annual Base Pay	129,060	135,516	142,296
<b>Fire Chief</b>	<b>The District Fire Chief salary is based on a salary range</b>			
	Monthly Salary Range	11,751	-	13,020
	Annual Salary Range	141,012	-	156,240
<b>Business Manager</b>	<b>Pay Rate</b>	<b>Step I</b>	<b>Step II</b>	<b>Step III</b>
	Monthly Base Pay	5,280	5,558	5,851
	Annual Base Pay	63,360	66,696	70,212
<b>Inspector</b>	Monthly Base Pay	5,132	5,402	5,686
	Annual Base Pay	61,584	64,824	68,232
<b>Executive Assistant</b>	Monthly Base Pay	4,715	4,963	5,224
	Annual Base Pay	56,580	59,556	62,688
<b>Principal Account Clerk</b>	Monthly Base Pay	4,210	4,432	4,665
	Annual Base Pay	50,520	53,184	55,980
<b>Senior Account Clerk</b>	Monthly Base Pay	3,708	3,903	4,108
	Annual Base Pay	44,496	46,836	49,296
<b>Admin Tech</b>	Monthly Base Pay	4,195	4,416	4,648
	Annual Base Pay	50,340	52,992	55,776