



NORTH CENTRAL FIRE PROTECTION DISTRICT RESCHEDULED REGULAR MEETING AGENDA

September 23, 2026

4:30 p.m.

15850 W. Kearney Blvd., Kerman, CA 93630

Notice: This meeting was originally set for Thursday, September 24, 2026. Public notice of this rescheduling was posted on September 18, 2026, in accordance with state open meeting laws.

1. OPENING CEREMONIES

- A. Call to Order
- B. Roll Call
- C. Invocation
- D. Flag Salute

2. AGENDA APPROVAL

3. PUBLIC COMMENTS/PRESENTATIONS

This portion of the meeting is reserved for members of the public to address the Board on items of interest not on the agenda and within the Board's subject-matter jurisdiction. Speakers are limited to five minutes. It is requested that no comments be made on agenda items during this period. Members of the public wishing to address the Board on items on the agenda should notify the Chair when that Agenda item is called, and the Chair will recognize your discussion at that time. It should be noted the Board is prohibited by law from taking any action on matters discussed that are not on the agenda.

- A. Introduction of Senior Account Clerk – Phouthone Phetsomphou

4. CONSENT ITEMS

Matters listed under the Consent Calendar are routine and will be enacted by one motion and vote. There will be no separate discussion of these items. If discussion is desired, a member of the audience or a Board Member may request an item be removed from the Consent Items, which will be considered separately.

- A. [Minutes](#) – August 2026

B. [Disbursement List](#) – August 2026

C. Monthly Financial Reports

1. [Fresno County: Cash Balances](#) – All Funds
2. [Budget Variance Report](#): YTD Expenses Compared to Budget
3. [Revenue and Reimbursement Report](#)

5. PUBLIC HEARINGS

None

6. ACTION ITEMS

- A. [Resolution No. 26-08](#) Amendment to Resolution No. 26-05 Related to the Salary Scale

Recommendation: adopt Resolution No. 26-08, amending Resolution No. 26-05 to add the Human Resource Generalist classification to the District's salary scale.

7. FIRE CHIEF REPORT

- A. Fire Incident/Fire Prevention Report
B. Operational Update

8. BOARD MEMBER COMMENTS/REPORTS/ANNOUNCEMENTS

9. CLOSED SESSION

- A. CONFERENCE WITH LABOR NEGOTIATORS
Government Code Section 54957.6
Agency Negotiator: Fire Chief
Employee Organization: North Central Professional Firefighters Association
Local 5260

- B. PUBLIC EMPLOYEE PERFORMANCE EVALUATION
Government Code Section 54957(b)(1)
Title: Fire Chief

10. ADJOURNMENT

ADA Compliance and Reasonable Accommodation. In compliance with the Americans with Disabilities Act (ADA), if you need special assistance to participate in this meeting, please contact the District at 559-878-4550. Notification provided at least 48 hours before the meeting will enable the District to make reasonable arrangements to ensure accessibility to the meeting. Pursuant to the ADA, the meeting room is accessible to the physically disabled.

Public Inquiries. If you wish to request time on an upcoming Board Agenda to present a particular item or matter to the Board, you may contact the District by 5:00 p.m., seven business days before the scheduled Board meeting, to do so. If the matter is within the Board's jurisdiction and the Board has neither acted on it nor considered it at a recent meeting, the District may place it on the agenda. Agenda items will be available for review 72 hours prior to the meeting at 15850 W. Kearney Blvd., Kerman, CA 93630 or www.northcentralfire.org.

AGENDA POSTING CERTIFICATION

I, Amanda Souza, Secretary for North Central Fire Protection District, do hereby declare under penalty of perjury that I caused the above agenda to be posted at North Central Fire Station at 15850 W. Kearney Blvd., Kerman, CA 93630 and on the website at [www.https://www.northcentralfire.org](https://www.northcentralfire.org).

Date: September 18, 2026

/s/ Amanda Souza, Secretary



**NORTH CENTRAL FIRE PROTECTION DISTRICT
MEETING MINUTES**

August 27, 2026

4:30 p.m.

15850 W. Kearney Blvd., Kerman, CA 93630

1. OPENING CEREMONIES

- A. Call to Order – **4:36 p.m.**
- B. Roll Call – **All present**
- C. Invocation – **Pastor Tom Boonstra**
- D. Flag Salute – **Chief Carey**

2. AGENDA APPROVAL

Motion made by Director Nonini, seconded by Director Foglio; Voting Aye: Director Golden, Director Nonini, Director Souza, Chair Abrahamian.

3. PUBLIC COMMENTS/PRESENTATIONS

- A. Introduction of Senior Accountant/Auditor – Ivan Calderon - **Introduced**

4. CONSENT ITEMS

Motion to approve Consent Items made by Director Nonini, seconded by Director Golden. Voting Aye: Director Golden, Director Nonini, Director Foglio, Director Souza, Chair Abrahamian.

- A. Minutes – July 23, 2026
- B. Disbursement List – July 2026
- C. Monthly Financial Reports
 - 1. Fresno County: Cash Balances – All Funds
 - 2. Budget Variance Report: YTD Expenses Compared to Budget
 - 3. Revenue and Reimbursement Report

D. Ratification of Administration Weed Abatement Correction

Recommendation: Board approve and ratify staff's correction to Exhibit A of Resolution 26-04 Authorizing the Assessment of Public Nuisances that constitute a Fire Hazard and Assessing the Cost of Removal to the 2026-2027 Fresno County Tax Roll

E. Resolution 26-06 Authorizing the Disposition of Excess Property

Recommendation: Board approve Resolution 26-06 Authorizing the Disposition of Excess Property

F. Resolution 26-07 Adopting Amendment to the Fiscal Year 25-26 Adopted Budget

Recommendation: Board approve Resolution 26-07 Adopting Amendment to the Fiscal Year 25-26 Adopted Budget

5. PUBLIC HEARINGS

**Opened PH at 4:46 p.m., heard report, no public comments or questions;
Closed PH at 4:52 p.m.**

A. Weed Abatement Public Hearing

Recommendation: Board conduct weed abatement public hearing.

6. ACTION ITEMS

A. 2026-2027 Fiscal Year Final Budget

Recommendation: Board adopt the 2025-2026 Final Budget as presented.

Motion to approve adopt 2025-2026 Final Budget as presented by Director Nonini seconded by Director Foglio; Voting Aye: Director Golden, Director Nonini, Director Foglio, Director Souza, Chair Abrahamian

7. FIRE CHIEF REPORT - Presented

A. Fire Incident/Fire Prevention Report

B. Operational Update

8. BOARD MEMBER COMMENTS/REPORTS/ANNOUNCEMENTS

9. CLOSED SESSION - None

10.ADJOURNMENT

Motion to adjourn by Director Foglio, seconded by Director Golden; Voting Aye: Director Nonini, Director Golden, Director Foglio, Director Souza, Chair Abrahamian.

Adjourned 5:25 p.m.

MINUTES CERTIFICATION

I, Amanda Souza, Secretary for North Central Fire Protection District, do hereby declare under penalty of perjury that the above Minutes are a true depiction of all actions taken at the Board meeting held on the first date above written at North Central Fire Protection District, 15850 W. Kearney Boulevard, Kerman, CA 93630.

Date: _____

Amanda Souza, Secretary

North Central Fire District Disbursements
August 1, 2026 - August 31, 2026

Item 4. B

Date	Num	Name	Memo	Amount
08/07/2026	13730	Barrios Site Services, Inc.	Portable Restroom Service	100.00
08/07/2026	13731	California Surveying & Drafting Supply	Tech Hardware	348.72
08/07/2026	13732	Center State Fence Inc.	Fence Trash Encloser	4452.00
08/07/2026	13733	CivicPlus, LLC	Web Maintenance	738.50
08/07/2026	13734	Employee	Board Health Ins. Reimb. August	980.13
08/07/2026	13735	L.N. Curtis, Inc.	Apparatus	3487.20
08/07/2026	13736	Larry Bradford Painting	Station Maintenance	850.00
08/07/2026	13737	Mac's Equipment	Part for Apparatus	285.69
08/07/2026	13738	Mayson Ace Hardware	Station Maintenance	20.56
08/07/2026	13739	Employee	Board Health Ins. Reimb August	1030.17
08/07/2026	13740	Employee	Board Health Ins. Reimb August	239.69
08/07/2026	13741	Nimbus Bright Online	Social Media Agreement	1000.00
08/07/2026	13742	Postal Annex +	Notary Service	45.00
08/07/2026	13743	Real-Time, Inc.	Computer Support/Maintenance	1759.50
08/07/2026	13744	Republic	Utilities - Trash Disposal	159.80
08/07/2026	13745	Employee	Board Health Ins. Reimb. August	980.13
08/07/2026	13746	Sebastian	Phone & Long Distance Service	54.35
08/07/2026	13747	Sierra Data Management & Storage Inc.	Storage of Scanned Documents	106.79
08/07/2026	13748	Sierra HR Partners, Inc.	HR Consultant	460.90
08/07/2026	13749	Slumberger	Station Supplies & Maintenance	276.87
08/07/2026	13750	Vestis	Linen Service	618.22
08/07/2026		QuickBooks Payroll Service	08/06/2026	1.75
08/10/2026		NCPFA, LOCAL 5260	Union Dues	2990.00
08/12/2026	E-pay	EDD	698-1613-0 QB Tracking # -1908809474	20252.27
08/12/2026	E-pay	United States Treasury	Taxes QB Tracking # -1908840474	44700.22
08/13/2026	E-pay	EDD	698-1613-0 QB Tracking # -1875344474	34.74
08/13/2026	E-pay	United States Treasury	Taxes QB Tracking # -1875326474	120.82
08/13/2026		QuickBooks Payroll Service	08/12/2026	241566.36
08/14/2026	13751	Employee	Employee Check	1230.85
08/14/2026	13752	AT&T Mobility	Phone & Long Distance Service	2988.63
08/14/2026	13753	Employee	Financial Consulting	3315.00
08/14/2026	13754	City of Fresno - Utilities	Utilities: Water	87.43
08/14/2026	13755	County of Fresno - POB	POB Payment	25021.22
08/14/2026	13756	Fire Apparatus Solutions	Apparatus Repairs	23030.11
08/14/2026	13757	Fire Specialties	Fire Investigations	351.68
08/14/2026	13758	Fire System Solutions Inc.	Station Maintenance	1176.90
08/14/2026	13759	Iron Cross Tractor Services LLC	Weed Abatement - Cleanup	150.00
08/14/2026	13760	John Hancock USA	Plan Contribution - 457	3661.67
08/14/2026	13761	John Nipp	Station 54 Rent	3600.00
08/14/2026	13762	Johns Demolition and Cleaning Services	Weed Abatement WO - 2026-073	3218.00
08/14/2026	13763	L.N. Curtis, Inc.	Apparatus	7405.92
08/14/2026	13764	LC SERVICES	Vehicle Maintenance	886.98
08/14/2026	13765	Metro Uniform	Employee Uniforms	456.61
08/14/2026	13766	Mid Valley	Utilities: Trash Disposal	113.30
08/14/2026	13767	Mid Valley (2)	Dumpster Rental	196.52

North Central Fire District Disbursements

August 1, 2026 - August 31, 2026

Date	Num	Name	Memo	Amount
08/14/2026	13768	Mid Valley Disposal 3	Utilities	583.69
08/14/2026	13769	ODP Business Solutions	Office Supplies	55.85
08/14/2026	13770	Orkin, LLC	Pest Control Services	247.00
08/14/2026	13771	PG&E	Utilities	2390.23
08/14/2026	13772	Robert V. Jensen	Fuel	2371.13
08/14/2026	13773	Simple Therapy, Inc	Health Insurance August	112.48
08/14/2026	13774	Slumberger	Station Supplies & Maintenance	12.79
08/14/2026	13775	U.S. Bank Cal-Card	Credit Card Payment	14781.96
08/14/2026	13776	U.S. Bank PARS	Pension Plan Contributions	61917.55
08/14/2026	13777	U.S. Bank Voyager Fleet Systems	Voyager Card Fuel Purchases	5247.57
08/14/2026	13778	Vestis	Linen Service	618.22
08/14/2026		QuickBooks Payroll Service	08/13/2026	1.75
08/17/2026		NCPFA, LOCAL 5260	Union Dues	2932.50
08/20/2026	13779	AllStar Fire Equipment, Inc.	Apparatus Equipment	2652.54
08/20/2026	13780	Amazon Capital Services	AVDJPA2DKF1WA	2287.25
08/20/2026	13781	Baker Manock & Jensen	Legal Service	155.00
08/20/2026	13782	Bauer Compressors, Inc.	SCBA Repair	1035.26
08/20/2026	13783	California Surveying & Drafting Supply	Tech Hardware	348.72
08/20/2026	13784	Employee	Employee Travel Reimbursement	464.80
08/20/2026	13785	City of Kerman	Utilities: Water	799.59
08/20/2026	13786	Comcast	Internet & Phone Services	410.29
08/20/2026	13787	Comcast Business	Internet & Phone Services	1702.82
08/20/2026	13788	Cook's, Inc.	Radio Maintenance	2135.81
08/20/2026	13789	Fire Apparatus Solutions	Apparatus Repairs	1369.48
08/20/2026	13790	Fire System Solutions Inc.	Station Maintenance	185.43
08/20/2026	13791	Guardian	Dental & Vision Insurance September	3602.08
08/20/2026	13792	Iron Cross Tractor Services LLC	Weed Abatement - Cleanup	450.00
08/20/2026	13793	Kaiser Foundation Health Plan, INC	2026 Insurance Consolidated Billing	20128.78
08/20/2026	13794	L.N. Curtis, Inc.	Apparatus	1053.19
08/20/2026	13795	Nimbus Bright Online	Social Media Agreement	850.00
08/20/2026	13796	ODP Business Solutions	Office Supplies	690.75
08/20/2026	13797	PG&E	Utilities	3976.94
08/20/2026	13798	Robert V. Jensen	Fuel	4497.10
08/20/2026	13799	Selman & Company LLC	Group Life Insurance August	146.57
08/20/2026	13800	Slumberger	Station Supplies & Maintenance	55.53
08/20/2026	13801	Ubeo West, LLC	Maintenance	467.40
08/20/2026	13802	United Health Care Ins.	Prior Board Member Insurance	690.00
08/20/2026	13803	Vestis	Linen Service	454.69
08/28/2026	13807	Employee	Employee Check	3500.80
08/28/2026	13808	Employee	Employee Check	3116.08
08/28/2026	13809	AllStar Fire Equipment, Inc.	Apparatus Equipment	2674.27
08/28/2026	13810	AT&T	Phone & Long Distance Service	67.29
08/28/2026	13811	Baker Manock & Jensen	Legal Service	10429.67
08/28/2026	13812	Biola CSD	Utilities: Water	609.58
08/28/2026	13813	BK Technologies Inc.	SH531	873.44

North Central Fire District Disbursements

August 1, 2026 - August 31, 2026

Date	Num	Name	Memo	Amount
08/28/2026	13814	Blue Shield of California	Benefits	30011.99
08/28/2026	13815	Employee	Employee Reimbursement	456.03
08/28/2026	13816	CSG Consultants, Inc	Plan Consultants	5035.50
08/28/2026	13817	Fire Apparatus Solutions	Apparatus Repairs	1994.52
08/28/2026	13818	Employee	Employee Training Reimbursement	224.00
08/28/2026	13819	ImageTrend Inc.	Computer Software	4173.24
08/28/2026	13820	L.N. Curtis, Inc.	Apparatus	130.77
08/28/2026	13821	Employee	Employee Reimbursement	532.71
08/28/2026	13822	Mac's Equipment	Part for Apparatus	20.68
08/28/2026	13823	Mayson Ace Hardware	Station Maintenance	124.90
08/28/2026	13824	Metro Uniform	Employee Uniforms	463.14
08/28/2026	13825	Orkin, LLC	Pest Control Services	192.00
08/28/2026	13826	PG&E	Utilities	3060.14
08/28/2026	13827	Primo Brands	Station Water	539.18
08/28/2026	13828	San Joaquin Valley Air Control Dist.	Permit to Operate Fee	675.00
08/28/2026	13829	Slumberger	Station Supplies & Maintenance	73.72
08/28/2026	13830	Standard Insurance Company	Life & LTD Insurance	1972.00
08/28/2026	13831	State Fire Training	Certification Fee	150.00
08/28/2026	13832	Valley Farm Supply, Inc.	Station Supplies, Station Maintenance, Apparatu	5.44
08/28/2026	13833	Valvoline INC	Vehicle Maintenance	156.45
08/28/2026	13834	Vestis	Linen Service	1008.72
08/28/2026	13835	Willdan Financial Services	Development Impact Fee Nexus Study	1450.00
08/28/2026	E-pay	EDD	698-1613-0 QB Tracking # -1257418474	19944.38
08/28/2026	E-pay	EDD	698-1613-0 QB Tracking # -1257525474	620.58
08/28/2026	E-pay	United States Treasury	Taxes QB Tracking # -1257402474	43293.06
08/28/2026	E-pay	United States Treasury	Taxes QB Tracking # -1257475474	1414.70
08/28/2026		QuickBooks Payroll Service	08/27/2026	231319.74
08/31/2026	13836	Employee	Employee Reimbursement	519.90
08/31/2026	E-pay	EDD	698-1613-0 QB Tracking # -1198108474	2.90
08/31/2026	E-pay	United States Treasury	Taxes QB Tracking # -1198065474	6.46
08/31/2026		QuickBooks Payroll Service	08/28/2026	346.33
Total				917,623.25

**NORTH CENTRAL FIRE PROTECTION DISTRICT
FUND CASH BALANCES**

FUND CASH BALANCES	GENERAL	CAPITAL EQUIPMENT	BUILDING	EMS	SICK LEAVE	RESERVE FUND	RISK CONTINGENCY	TOTAL OF ALL FUNDS
FUND CLASS #	10000	20000	41400	41410	41420	41430	41440	
Beg Balance 8/01/2026	\$ 4,720,364.53	\$ 3,382,910.11	\$ 555,909.66	\$ 764,209.55	\$ 38,969.06	\$ 386,487.68	\$ 135,345.94	\$ 9,984,196.53
Ending Balance 8/31/2026	\$ 3,842,675.51	\$ 3,382,910.11	\$ 555,909.66	\$ 766,820.36	\$ 38,969.06	\$ 386,487.68	\$ 135,345.94	\$ 9,109,118.32

**NORTH CENTRAL FIRE PROTECTION DISTRICT
SERVICES, SUPPLIES AND MAINTENANCE
BUDGET - TO - ACTUAL
JULY 2026 - AUGUST 2027**

Item 4. C 2

Services, Supplies and Maintenance	Fiscal Year 2026 - 2027 Budget	Activity thru July	August	YTD Total	% of Budget Used	Budget Remaining	% of Budget Remaining
Pension Obligation Bonds	\$ 300,300	\$ 25,021.22	\$ 25,021.22	\$ 50,042.44	16.7%	\$250,257.56	83.3%
Property, Auto & Liability Insurance	307,900	\$ -	0.00	0.00	0.0%	307,900.00	100.0%
Personal Protective Equipment	140,000	\$ 5,511.20	6,083.09	11,594.29	8.3%	128,405.71	91.7%
Health, Fitness and Safety	27,000	\$ -	0.00	0.00	0.0%	27,000.00	100.0%
Fire Prevention	78,000	\$ 6,389.74	600.00	6,989.74	9.0%	71,010.26	91.0%
Communications	169,900	\$ 11,187.91	9,217.07	20,404.98	12.0%	149,495.02	88.0%
Food	6,000	\$ 868.00	0.00	868.00	14.5%	5,132.00	85.5%
Apparatus Maintenance	435,000	\$ 55,928.28	12,090.14	68,018.42	15.6%	366,981.58	84.4%
Apparatus Tools, Equipment & Hose	73,700	\$ 13,388.35	1,995.81	15,384.16	20.9%	58,315.84	79.1%
Equipment Maintenance	15,800	\$ 331.94	4,027.70	4,359.64	27.6%	11,440.36	72.4%
SCBA Masks & Maintenance	58,200	\$ 5,019.14	663.66	5,682.80	9.8%	52,517.20	90.2%
Computers & Office Equipment	142,900	\$ 3,537.23	5,727.86	9,265.09	6.5%	133,634.91	93.5%
Facility Maintenance	197,000	\$ 11,298.81	1,939.23	13,238.04	6.7%	183,761.96	93.3%
Station Supplies	51,000	\$ 5,087.70	6,520.02	11,607.72	22.8%	39,392.28	77.2%
Fuel	185,000	\$ 17,813.75	9,369.68	27,183.43	14.7%	157,816.57	85.3%
Utilities	146,000	\$ 11,834.67	5,665.64	17,500.31	12.0%	128,499.69	88.0%
Training	106,100	\$ 755.35	150.00	905.35	0.9%	105,194.65	99.1%
Travel Expenses	29,500	\$ -	464.80	464.80	1.6%	29,035.20	98.4%
Membership Dues & Subscriptions	20,400	\$ 1,903.87	0.00	1,903.87	9.3%	18,496.13	90.7%
Professional Services	317,400	\$ 22,175.11	17,712.23	39,887.34	12.6%	277,512.66	87.4%
Dispatch Service Contract	190,000	\$ -	0.00	0.00	0.0%	190,000.00	100.0%
Office Supplies and Postage	29,700	\$ 1,487.60	(12.45)	1,475.15	5.0%	28,224.85	95.0%
Station 54 Lease	46,700	\$ 3,600.00	3,600.00	7,200.00	15.4%	39,500.00	84.6%
Totals	\$ 3,073,500	\$ 203,139.87	\$ 110,835.70	\$ 313,975.57	10.2%	\$ 2,759,524.43	89.8%

2nd month of fiscal year average = 16.67%

**NORTH CENTRAL FIRE PROTECTION DISTRICT
WAGES, BENEFITS, POB AND FUND EXPENDITURES
BUDGET - TO - ACTUAL
JULY 2026 - AUGUST 2027**

Wages, Benefits and POB	Fiscal Year 2025 - 2026 Budget	Activity Thru July	August	YTD Total	% of Budget Used	Budget Remaining	% of Budget Remaining
Current Board Wages and Benefits	\$ 60,500	\$ 3,605.12	\$ 3,605.12	\$ 7,210.24	11.9%	\$ 53,289.76	88.1%
Prior Board Member Benefits	7,500	690.00	690.00	1,380.00	18.4%	6,120.00	81.6%
Surviving Spouse Benefits	10,200	1,123.78	1,123.78	2,247.56	22.0%	7,952.44	78.0%
Employee Wages and Benefits	11,333,900	1,522,720.85	795,460.02	2,318,180.87	20.5%	9,015,719.13	79.5%
Total Wages and Benefits	\$ 11,412,100	\$ 1,528,139.75	\$ 800,878.92	\$ 2,329,018.67	20.4%	\$9,083,081.33	79.6%
Fund Expenditures per Budget							
NCFPD Microwave Upgrades	\$ 50,000	0.00	\$ -	0.00	0.0%	\$ 50,000.00	100.0%
Misc Capital Improvement Projects	100,000	0.00	\$ -	0.00	0.0%	100,000.00	100.0%
NCFPD Radio Upgrades	660,000	151,963.37	\$ -	151,963.37	0.0%	508,036.63	
Apparatus Lease Payments	359,500	179,724.24	\$ -	179,724.24	50.0%	179,775.76	50.0%
Preliminary Land Studies	350,000	0.00	\$ -	0.00	0.0%	350,000.00	100.0%
Vehicle Acquistions	440,000	0.00	\$ -	0.00	0.0%	440,000.00	100.0%
Total Fund Expenditures	\$ 1,959,500	\$ 331,687.61	\$ -	\$ 331,687.61	16.9%	\$ 1,627,812.39	83.1%

**NORTH CENTRAL FIRE PROTECTION DISTRICT
REVENUE AND REIMBURSEMENTS
BUDGET - TO - ACTUAL
JULY 2026 - AUGUST 2026**

Item 4. C 3

Revenue	Fiscal Year 2026 - 2027 Budget	Activity thru July	August	YTD Total	% of Budget Received	Budget Remaining	%
Property Taxes	\$ 13,775,000	\$ -	\$ 68,696.97	\$ 68,696.97	0%	\$ 13,706,303.03	100%
Interest (County Investment Pool)	170,800	-	65,201.12	65,201.12	38%	105,598.88	62%
Fees, Permits, Plan Checks & Cost Recovery	139,000	9,723.43	5,331.25	15,054.68	11%	123,945.32	89%
Ambulance Station Lease	20,900	0.00	3,005.32	3,005.32	14%	17,894.68	86%
Tower Rental	33,400	0.00	2,789.50	2,789.50	8%	30,610.50	92%
FCC ISA/Training Reimbursement	253,500	0.00	21,987.30	21,987.30	9%	231,512.70	91%
Reimbursement for Priority One Calls	18,000	0.00	68.40	68.40	0%	17,931.60	100%
Miscellaneous Income	6,500	1,828.31	81.25	1,909.56	29%	4,590.44	71%
Revenue Totals	\$ 14,417,100	\$ 11,551.74	\$ 167,161.11	\$ 178,712.85	1.24%	\$ 14,238,387.15	98.8%
Reimbursable Items							
SHSGP and OES Grant Reimbursements	\$ 45,000	\$ -	\$ -	\$ -	0%	\$ 45,000.00	100%
Strike Team Reimbursements	225,000	-	2,097.54	2,097.54	1%	222,902.46	99%
FEMA AFG Grant Reimbursements	50,900	-	0.00	0.00	0%	50,900.00	100%
Reimbursement Totals	\$ 320,900	\$ -	\$ 2,097.54	\$ 2,097.54	0.65%	\$ 318,802.46	99%



NORTH CENTRAL FIRE PROTECTION DISTRICT

Board of Directors: Ken Abrahamian • Michael Foglio

Michael Golden • Rusty Nonini • Amanda Souza

Fire Chief: Kevin Carey

Fire Headquarters

15850 W. Kearney Boulevard

Kerman, California 93630-9335

(559) 878-4550 • FAX (559) 846-3788

www.northcentralfire.org

TO: North Central Board of Directors

FROM: Kevin Carey, Fire Chief

DATE: September 23, 2026

SUBJECT: Resolution No. 26-08 Amendment to Resolution No. 26-05 Related to the Salary Scale

At its July 23, 2026, meeting, the Board approved Resolution No. 26-05, establishing and amending the District's salary scale.

The District has made recent efforts to recruit for a Human Resources position. The recruitment process resulted in applicants with primarily generalist-level human resources experience. Based on the applicant pool's qualifications and experience, as well as candidates' salary expectations, staff determined that establishing a Human Resources Generalist classification would better align the position with the District's current needs and the available recruitment market.

Staff recommends establishing a separate professional-level Human Resources Generalist classification and adding the position to the District's salary scale through an amendment to Resolution No. 26-05. (Attachment "A")

The Human Resources Generalist will be a professional-level, non-supervisory position with no direct reports. The position will handle the District's day-to-day Human Resources functions and provide professional HR support to the Fire Chief and District staff.

The position is intended to provide an appropriate entry point for qualified HR professionals with generalist experience while allowing for increased responsibility and professional progression within the salary scale.

Following Board approval, staff will repost the position using the new Human Resources Generalist classification and approved salary range.

Recommended Action: adopt Resolution No. 26-08, amending Resolution No. 26-05 to add the Human Resources Generalist classification to the District's salary scale.

RESOLUTION NO. 26-08

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH CENTRAL FIRE PROTECTION DISTRICT TO AMENDMENT RESOLUTION NO. 26-05 RELATED TO SALARY SCHEDULE

WHEREAS, on July 23, 2026, the Board of Directors of the North Central Fire Protection District adopted Resolution No. 26-05; and

WHEREAS, the Board has determined that establishing a professional-level Human Resources Generalist classification better aligns with the District's current organizational needs and provides an appropriate opportunity for professional growth and increased responsibility; and

WHEREAS, the Human Resources Generalist classification and associated salary range will be added to the District's Salary Scale as outlined in Exhibit A.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the North Central Fire Protection District hereby approves and adopts the amendment to Resolution No. 26-08 establishing the Human Resources Generalist classification and associated salary range as set forth in Exhibit A.

1. Compensation. A base salary range for each employee position are established in Exhibit A for Sworn Safety Personnel, Management Sworn Safety, and Non-Safety Personnel.
2. Premium Pay. Suppression personnel who are fit for full duty, transferred from 56-hour work week to a 40-hour work week for more than a full pay period will receive a ten percent (10%) Premium Pay.
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 Five Hundred Fifty and No/100 Dollars (\$550.00) 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 shall make available group medical, dental, optical, and life insurance to all full-time employees, including members of the North Central Professional Fire Fighters Local 5260. The District's contribution shall be 80% of the total cost of these benefits, with a maximum District contribution of \$1,900 per month, effective June 1, 2024

Permanent (non-probationary) employees not participating in the District's sponsored health, dental, or vision insurance programs are eligible to receive up to a \$300 employer contribution per month to the District's sponsored 457(b) deferred tax account. This benefit shall be available to any member who is compensated for a full calendar month while in a paid status with the District. Probationary Employee's without permanent status that are not participating in the District's sponsored health, dental, or vision insurance programs will accrue up to a \$300 per month credit towards a 457(b) deferred tax account, to be deposited by the employer at the time the employee gains permanent employment status.

In the event the employee separates employment prior to gaining permanent status, the employee loses rights to any funds not already deposited into a 457(b) on their behalf. This benefit shall be available to any member that is compensated for a full calendar month while in a paid status by the District.

Should a previously separated employee subsequently return to the District, the accrued contributions and interest that were forfeited upon separation will not be reinstated.

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.

"To integrate with our community by exceeding traditional service expectations"

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, and the adopted Actuarial Study approved on June 25, 2026; the District will contribute 14.10% for safety employees and 12.42% for non-safety employees of the 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.

The foregoing resolution is hereby adopted at a regular meeting of the Board of Directors of the North Central Fire Protection District held on this 23rd day of September 2026 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

The foregoing resolution is hereby approved.

Board Chairperson

ATTEST:

Ken Abrahamian

Amanda Souza
Board Secretary

EXHIBIT A
RESOLUTION NO. 26-08
NORTH CENTRAL FIRE PROTECTION DISTRICT - SALARY SCALE

Effective July 1, 2024 non-represented employees, the District's Health Contribution maximum cap shall be \$1,900 per month. Permanent (non-probationary) employees not participating in the District's sponsored health, dental, or vision insurance programs will receive up to a \$300 employer contribution per month to the District's sponsored 457(b) deferred tax account. This benefit shall be available to any member who is compensated for a full calendar month while in a paid status with the District.

EFFECTIVE JANUARY 1, 2025									
Position		Pay Rate	Step 1	Step 2	Step 3	Step 4	Step 5		
SWORN SAFETY	Firefighter I	Monthly Base Pay	4,758		5,008		N/A		N/A
		Annual Base Pay	57,096		60,096				
	Firefighter II	Monthly Base Pay			5,549.25		5,826.67		6,118
		Annual Base Pay	N/A		N/A	66,591	69,920		73,416
	Engineer	Monthly Base Pay	5,820		6,124	6,447	6,769.33		N/A
		Annual Base Pay	69,840		73,488	77,364	81,232		
	Captain	Monthly Base Pay	6,399		6,737	7,092	7,450		N/A
		Annual Base Pay	76,788		80,844	85,104	89,400		
EFFECTIVE JANUARY 1, 2026									
SWORN SAFETY	Firefighter I	Monthly Base Pay	4,758		5,008		N/A		N/A
		Annual Base Pay	57,096		60,096				
	Firefighter II	Monthly Base Pay			5,549		5,827		6,118
		Annual Base Pay	N/A		N/A	66,591	69,920		73,416
	Engineer	Monthly Base Pay	5,820		6,124	6,447	6,769.33		7,110
		Annual Base Pay	69,840		73,488	77,364	81,232		85,320
	Captain	Monthly Base Pay	6,399		6,737	7,092	7,450		7,825
		Annual Base Pay	76,788		80,844	85,104	89,400		93,900
EFFECTIVE First Full Pay Period Following December 31, 2026 (Realign Fire Captain Wage Scale)									
SWORN SAFETY	Firefighter I	Monthly Base Pay	4,758		5,008		N/A		N/A
		Annual Base Pay	57,096		60,096				
	Firefighter II	Monthly Base Pay			5,549.25		5,826.67		6,118
		Annual Base Pay	N/A		N/A	66,591	69,920		73,416
	Engineer	Monthly Base Pay	5,820		6,124	6,447	6,769		7,110
		Annual Base Pay	69,840		73,488	77,364	81,232		85,320
	Captain	Monthly Base Pay	6,650		6,982.50	7,331.67	7,698.17		8,083.08
		Annual Base Pay	79,800		83,790	87,980	92,378		96,997
EFFECTIVE First Full Pay Period Following December 31, 2026 (3% increase in all ranks)									
SWORN SAFETY	Firefighter I	Monthly Base Pay	4,900.75		5,158.25		N/A		N/A
		Annual Base Pay	58,809		61,899				
	Firefighter II	Monthly Base Pay			5,715.75		6,001.50		6,301.50
		Annual Base Pay	N/A		N/A	68,589	72,018		75,618
	Engineer	Monthly Base Pay	5,994.60		6,307.75	6,640.42	6,972.42		7,323.33
		Annual Base Pay	71,935		75,693	79,685	83,669		87,880
	Captain	Monthly Base Pay	6,849.50		7,192	7,551.58	7,929.08		8,325.58
		Annual Base Pay	82,194		86,304	90,619	95,149		99,907

EFFECTIVE July 23, 2026										
Position		Pay Rate	Step 1		Step 2		Step 3		Step 4*	Step 5*
MANAGEMENT SWORN-SAFETY	Battalion Chief	Monthly Base Pay	10,010		10,538		11,093		11,648	12,230
		Annual Base Pay	120,120		126,456		133,116		139,776	146,760
	Division Chief	Monthly Base Pay	12,842		13,484		14,158		14,866	15,610
		Annual Base Pay	154,104		161,809		169,900		178,395	187,314
	Fire Chief	Fire Chief salary is based on a salary range								
		Monthly Base Pay	15,313				21,000			
		Annual Base Pay	183,750				252,000			
SWORN NON-SAFETY	Inspector	Monthly Base Pay	5,721		6,020		6,338		6,655	6,988
		Annual Base Pay	68,652		72,240		76,056		79,860	83,856
	Community Risk Reduction Specialist	Monthly Base Pay	4,978		5,194		5,519		5,795	6,085
		Annual Base Pay	59,736		62,328		66,228		69,540	73,020
NON SWORN	General Manager	General Manager salary is based on a salary range								
		Monthly Base Pay	7,656				12,250			
		Annual Base Pay	91,875				147,000			
	Human Resource Manager	Human Resource Manager salary is based on a salary range								
		Monthly Base Pay	7,240				11,638			
		Annual Base Pay	86,875				139,650			
	Program Manager	Program Manager salary is based on a salary range								
		Monthly Base Pay	6,250				14,733			
		Annual Base Pay	75,000				176,800			
	Human Resource Generalist	Monthly Base Pay	5,667		5,950		6,248		6,560	6,888
		Annual Base Pay	68,004		71,404		74,974		78,723	82,659
	Executive Assistant	Monthly Base Pay	5,255		5,531		5,824		6,115	6,421
		Annual Base Pay	63,060		66,372		69,888		73,380	77,052
	Senior Accountant- Auditor	Monthly Base Pay	5,732		6,019		6,320		6,635	6,967
		Annual Base Pay	68,784		72,228		75,840		79,620	83,601
	Payroll Specialist	Monthly Base Pay	5,048		5,300		5,565		5,844	6,136
		Annual Base Pay	60,576		63,600		66,780		70,128	73,634
	Principal Account Clerk	Monthly Base Pay	4,693		4,940		5,199		5,459	5,732
		Annual Base Pay	56,316		59,280		62,388		65,508	68,784
	Senior Account Clerk	Monthly Base Pay	4,132		4,350		4,579		4,808	5,048
		Annual Base Pay	49,584		52,200		54,948		57,696	60,576
	Administrative Clerk	Monthly Base Pay	2,860		3,003		3,153		3,311	3,476
		Monthly Base Pay	34,320		36,036		37,836		39,732	41,712
	Information Technology Manager	Information Technology Manager salary is based on a salary range								
		Monthly Base Pay	6,152				7,852			
		Annual Base Pay	73,823				94,223			
	Property Maintenance Worker	Monthly Base Pay	4,458		4,681		4,915		5,161	5,419
		Annual Base Pay	53,496		56,172		58,980		61,932	65,028
	Property Maintenance Worker II	Monthly Base Pay	5,161		5,419		5,690		5,975	6,273
		Annual Base Pay	61,932		65,028		68,280		71,700	75,276
	Paid Intern	Current State of California Minimum Wage								

*Step 4/5 advancement are achieved by receiving an overall rating that exceeds requirements on annual evaluation (Non-represented employees)