RESOLUTION NO. 26-05

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH CENTRAL FIRE PROTECTION DISTRICT AMENDING RESOLUTION NO. 25-11 RELATED TO SALARY SCHEDULE

WHEREAS, on August 28, 2025, the Board of Directors of the North Central Fire Protection District adopted Resolution No. 25-11 related to the Salary Schedule; and

WHEREAS, staff reviewed the salary ranges for certain vacant positions and determined that adjustments are appropriate to establish more competitive compensation ranges that better reflect the responsibilities of those positions.

WHEREAS, the Board determines these amendments are in the best interest of the agency's workforce and operational readiness.

NOW, THEREFORE, BE IT RESOLVED, that the Board approves and adopts Resolution No. 26-03 amending Resolution No. 25-11 to incorporate the proposed amendments to the Salary Scale as outlined in Exhibit A.

1. Compensation. A base salary range for each employee position are established in Exhibit A for SWORN SAFETY PERSONNEL and Exhibit "B" for Management Sworn Safety, Sworn 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 40 hours (5 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.

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 July 2026 by the following vote:

AYES: Nonini, Golden, Foglio, Souza, Abrahamian

NOES: None

ABSENT: None

ABSTAIN: None

[APPROVAL AND ATTESTATION ON FOLLOWING PAGE]

The foregoing resolution is hereby approved.

Board Chairperson

Ken Abrahamian

ATTEST:

Amanda Souza
Board Secretary

EXHIBIT A
RESOLUTION NO. 26-05
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.

	Position	Pay Rate	Step 1	Step 2	Step 3	Step 4	Step 5
EFFECTIVE JANUARY 1, 2025							
SWORN SAFETY	Firefighter I	Monthly Base Pay	4,758	5,008	N/A	N/A	N/A
		Annual Base Pay	57,096	60,096			
	Firefighter II	Monthly Base Pay	N/A	N/A	5,549.25	5,826.67	6,118
		Annual Base Pay			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	N/A
		Annual Base Pay	57,096	60,096			
	Firefighter II	Monthly Base Pay	N/A	N/A	5,549	5,827	6,118
		Annual Base Pay			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	N/A
		Annual Base Pay	57,096	60,096			
	Firefighter II	Monthly Base Pay	N/A	N/A	5,549.25	5,826.67	6,118
		Annual Base Pay			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	N/A
		Annual Base Pay	58,809	61,899			
	Firefighter II	Monthly Base Pay	N/A	N/A	5,715.75	6,001.50	6,301.50
		Annual Base Pay			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	
	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	$16.90 an hour or State of California Minimum Wage, whichever is higher					

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