

**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 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 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.

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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 28th day of July 2022 by the following vote:


**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

**APPROVED:**

  
\_\_\_\_\_  
Ken Abrahamian, Board Chairperson  
Rusty Nowitz, vice

**ATTEST:**

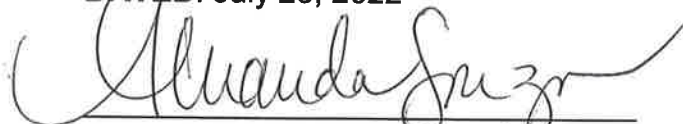
  
\_\_\_\_\_  
Amanda Souza, Board Secretary

**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 July 28, 2022.

**DATED:** July 28, 2022

  
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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	
<b>SWORN - SAFETY</b>	<b>Firefighter I</b>	Monthly Base Pay	4,484	4,720		
		Annual Base Pay	53,808	56,640		
	<b>Firefighter II</b>	Monthly Base Pay	4,982	5,244	5,520	
		Annual Base Pay	59,784	62,928	66,240	
	<b>Engineer</b>	Monthly Base Pay	5,485	5,773	6,077	
		Annual Base Pay	65,820	69,276	72,924	
	<b>Captain</b>	Monthly Base Pay	6,032	6,350	6,684	
		Annual Base Pay	72,384	76,200	80,208	
<b>MANAGEMENT SWORN - SAFETY</b>	<b>Fire Marshal</b>	Monthly Base Pay	8,558	8,986	9,435	
		Annual Base Pay	102,696	107,832	113,220	
	<b>Battalion Chief</b>	Monthly Base Pay	9,435	9,933	10,456	
		Annual Base Pay	113,220	119,196	125,472	
	<b>Deputy Chief</b>	Monthly Base Pay	11,300	11,865	12,458	
		Annual Base Pay	135,600	142,380	149,496	
	<b>Fire Chief</b>	<b>The District Fire Chief salary is based on a salary range</b>				
		Monthly Salary Range	11,751	-	13,280	
Annual Salary Range		141,012	-	159,360		
<b>SWORN NON-SAFETY</b>	<b>Inspector</b>	Monthly Base Pay	5,392	5,675	5,974	
		Annual Base Pay	64,704	68,100	71,688	
	<b>Community Risk Reduction Specialist</b>	Monthly Base Pay	4,692	4,896	5,202	
		Annual Base Pay	56,304	58,752	62,424	
<b>NON-SWORN -- NON-SAFETY</b>	<b>General Manager</b>	<b>The District Business Manager salary is based on a salary range</b>				
		Monthly Salary Range	5,438	-	8,454	
		Annual Salary Range	65,256	-	101,448	
	<b>Executive Assistant</b>	Monthly Base Pay	4,953	5,214	5,489	
		Annual Base Pay	59,436	62,568	65,868	
	<b>Principal Account Clerk</b>	Monthly Base Pay	4,423	4,656	4,901	
		Annual Base Pay	53,076	55,872	58,812	
	<b>Senior Account Clerk</b>	Monthly Base Pay	3,895	4,100	4,316	
		Annual Base Pay	46,740	49,200	51,792	
	<b>Administrative Clerk</b>	Monthly Base Pay	2,678	2,811	2,952	
		Annual Base Pay	32,136	33,732	35,424	
<b>Information Technology Manager</b>	Monthly Base Pay	4,407	4,639	4,883		
	Annual Base Pay	52,884	55,668	58,596		
<b>Property Maintenance Worker</b>	Monthly Base Pay	4,202	4,413	4,633		
	Annual Base Pay	50,424	52,956	55,596		
<b>Paid Intern</b>	\$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	
<b>SWORN - SAFETY</b>	<b>Firefighter I</b>	Monthly Base Pay	4,619		4,862	
		Annual Base Pay	55,428		58,344	
	<b>Firefighter II</b>	Monthly Base Pay	5,131		5,401	5,686
		Annual Base Pay	61,572		64,812	68,232
	<b>Engineer</b>	Monthly Base Pay	5,650		5,946	6,259
		Annual Base Pay	67,800		71,352	75,108
	<b>Captain</b>	Monthly Base Pay	6,213		6,541	6,885
		Annual Base Pay	74,556		78,492	82,620
<b>MANAGEMENT SWORN - SAFETY</b>	<b>Fire Marshal</b>	Monthly Base Pay	8,815		9,256	9,718
		Annual Base Pay	105,780		111,072	116,616
	<b>Battalion Chief</b>	Monthly Base Pay	9,718		10,231	10,770
		Annual Base Pay	116,616		122,772	129,240
	<b>Deputy Chief</b>	Monthly Base Pay	11,639		12,221	12,832
		Annual Base Pay	139,668		146,652	153,984
	<b>Fire Chief</b>	<b>The District Fire Chief salary is based on a salary range</b>				
		Monthly Salary Range		11,751	-	13,678
Annual Salary Range			141,012	-	164,136	
<b>SWORN NON-SAFETY</b>	<b>Inspector</b>	Monthly Base Pay	5,554		5,845	6,153
		Annual Base Pay	66,648		70,140	73,836
	<b>Community Risk Reduction Specialist</b>	Monthly Base Pay	4,833		5,043	5,358
		Annual Base Pay	57,996		60,516	64,296
<b>NON SWORN - NON SAFETY</b>	<b>General Manager</b>	<b>The District Business Manager salary is based on a salary range</b>				
		Monthly Salary Range		5,438	-	8,708
		Annual Salary Range		65,256	-	104,496
	<b>Executive Assistant</b>	Monthly Base Pay	5,102		5,370	5,654
		Annual Base Pay	61,224		64,440	67,848
	<b>Principal Account Clerk</b>	Monthly Base Pay	4,556		4,796	5,048
		Annual Base Pay	54,672		57,552	60,576
	<b>Senior Account Clerk</b>	Monthly Base Pay	4,012		4,223	4,446
		Annual Base Pay	48,144		50,676	53,352
	<b>Administrative Clerk</b>	Monthly Base Pay	2,758		2,895	3,041
		Annual Base Pay	33,096		34,740	36,492
<b>Information Technology Manager</b>	Monthly Base Pay	4,539		4,778	5,030	
	Annual Base Pay	54,468		57,336	60,360	
<b>Property Maintenance Worker</b>	Monthly Base Pay	4,328		4,545	4,772	
	Annual Base Pay	51,936		54,540	57,264	
<b>Paid Intern</b>	\$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**

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