

RESOLUTION NO. 24-08

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH CENTRAL FIRE PROTECTION DISTRICT TO AMEND RESOLUTION NO. 23-11 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 SAFETY AND NON-SAFETY employees, and

WHEREAS, there is a need to amend Resolution No. 23-11 adopted at a regular board meeting on October 10, 2023,

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 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 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.

Effective June 1, 2024, for employees that are members of the North Central Professional Fire Fighters Local 5260, the District's Health Contribution Maximum cap shall be increased from \$1,600 to \$1,900 per month.

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 March 21, 2024, the District will contribute 14.00% for safety employees and 13.30% 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.

Passed and adopted at a regular meeting of the Board of Directors of the North Central Fire Protection District held on this 27th day of June 2024 by the following vote:

AYES: Board Member Golden, Board Member Folio, Board Member Souza, Board Member Nonini, Chair Abrahamian


NOES: None

ABSENT: None

ABSTAIN: None

The foregoing resolution is hereby approved.

Board Chairperson



Ken Abrahamian

ATTEST:



Amanda Souza, Board Secretary

**EXHIBIT A
RESOLUTION NO. 24-08
NORTH CENTRAL FIRE PROTECTION DISTRICT
SALARY SCALE**

**EFFECTIVE JANUARY 01, 2025
Step 4 added with a 5% increase above Step 3 for Engineer and Captain**

	Position	Pay Rate	Step 1		Step 2		Step 3		Step 4
SWORN SAFETY	Engineer	Monthly Base Pay	5,820		6,124		6,447		6,769.33
		Annual Base Pay	69,840		73,488		77,364		81,232
	Captain	Monthly Base Pay	6,399		6,737		7,092		7,450.00
		Annual Base Pay	76,788		80,844		85,104		89,400

Realign wage scale for Firefighter I/II

	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		N/A
		Annual Base Pay	57,096		60,096						
	Firefighter II	Monthly Base Pay					5,549.25		5,826.67		6,118.00
		Annual Base Pay					66,591		69,920		73,416

Division Chief

EFFECTIVE JANUARY 01, 2026

Step 5 added with a 5% increase above Step 4 for Fire Engineer and Fire Captain

	Position	Pay Rate	Step 1		Step 2		Step 3		Step 4		Step 5
SWORN SAFETY	Engineer	Monthly Base Pay	5,820		6,124		6,447		6,769		7,110.00
		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		7,825.00
		Annual Base Pay	76,788		80,844		85,104		89,400		93,900

EFFECTIVE First Full Pay-Period Following December 31, 2026

Realign the wage scale for Fire Captain

	Position	Pay Rate	Step 1		Step 2		Step 3		Step 4		Step 5
SWORN SAFETY	Captain	Monthly Base	6,650.00		6,982.50		7,331.67		7,698.17		8,083.08
		Annual Base	79,800		83,790		87,980		92,378		96,997

3% increase in all ranks

	Position	Pay Rate	Step 1		Step 2		Step 3		Step 4		Step 5
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					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		7,192.00		7,551.58		7,929.08		8,325.58
		Annual Base Pay	82,194		86,304		90,619		95,149		99,907

**EXHIBIT B
RESOLUTION NO. 24-08
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 4579(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*	
EFFECTIVE JANUARY 1, 2025							
MANAGEMENT SWORN - SAFETY	Battalion Chief	Monthly Base Pay	10,010	10,538	11,093	11,648	
		Annual Base Pay	120,120	126,456	133,116	139,776	
	Division Chief	Monthly Base Pay	11,648	12,230	12,842	13,484	
		Annual Base Pay	139,779	146,763	154,104	161,808	
	Deputy Chief	The District Deputy Fire Chief salary is based on a salary range					
		Monthly Salary Range	11,639	13,878			
		Annual Salary Range	139,668	166,536			
	Fire Chief	The District Fire Chief salary is based on a salary range					
		Monthly Salary Range	11,751	16,407			
		Annual Salary Range	141,012	196,884			
SWORN NON-SAFETY	Inspector	Monthly Base Pay	5,721	6,020	6,338	6,655	
		Annual Base Pay	68,652	72,240	76,056	79,860	
	Community Risk Reduction Specialist	Monthly Base Pay	4,978	5,194	5,519	5,795	
		Annual Base Pay	59,736	62,328	66,228	69,540	
NON SWORN - NON SAFETY	General Manager	The District Business Manager salary is based on a salary range					
		Monthly Salary Range	5,438	9,417			
		Annual Salary Range	65,256	113,004			
	Executive Assistant	Monthly Base Pay	5,255	5,531	5,824	6,115	
		Annual Base Pay	63,060	66,372	69,888	73,380	
	Human Resource Manager	The Human Resource Manager salary is based on a salary range					
		Monthly Salary Range	5,438	9,193			
	Principal Account Clerk	Monthly Base Pay	4,693	4,940	5,199	5,459	
		Annual Base Pay	56,316	59,280	62,388	65,508	
	Senior Account Clerk	Monthly Base Pay	4,132	4,350	4,579	4,808	
		Annual Base Pay	49,584	52,200	54,948	57,696	
	Administrative Clerk	Monthly Base Pay	2,841	2,982	3,132	3,289	
		Annual Base Pay	34,092	35,784	37,584	39,468	
	Information Technology Manager	Monthly Base Pay	4,675	4,921	5,181	5,440	
		Annual Base Pay	56,100	59,052	62,172	65,280	
	Property Maintenance Worker	Monthly Base Pay	4,458	4,681	4,915	5,161	
Annual Base Pay		53,496	56,172	58,980	61,932		
Property Maintenance Worker II	Monthly Base Pay	5,161	5,419	5,690	5,975		
	Annual Base Pay	61,932	65,028	68,280	71,700		
	Paid Intern	\$16 an hour or State of California Minimum Wage, whichever is higher.					

*Step 4 advancement is achieved by receiving an overall rating that exceeds requirements on annual evaluation.

EXHIBIT B2
NORTH CENTRAL FIRE PROTECTION DISTRICT
SALARY SCALE
JANUARY 1, 2026

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 4579(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 *	
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	11,648	12,230	12,842	13,484	14,158	
		Annual Base Pay	139,779	146,763	154,104	161,808	169,896	
	Deputy Chief	The District Deputy Fire Chief salary is based on a salary range						
		Monthly Salary Range	11,639		14,570			
		Annual Salary Range	139,668		174,840			
	Fire Chief	The District Fire Chief salary is based on a salary range						
		Monthly Salary Range	11,751		17,228			
		Annual Salary Range	141,012		206,736			

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 -- NON SAFETY	General Manager	The District Business Manager salary is based on a salary range						
		Monthly Salary Range	5,438		9,888			
		Annual Salary Range	65,256		118,656			
	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	
	Human Resource Manager	The Human Resource Manager salary is based on a salary range						
		Monthly Salary Range	5,438		9,658			
		Annual Salary Range	65,256		115,896			
	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	2,841	2,982	3,132	3,289	3,453	
		Annual Base Pay	34,092	35,784	37,584	39,468	41,436	
	Information Technology Manager	Monthly Base Pay	4,675	4,921	5,181	5,440	5,712	
		Annual Base Pay	56,100	59,052	62,172	65,280	68,544	
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 an hour or State of California Minimum Wage, whichever is higher.							

*Step 5 advancement is achieved by receiving an overall rating that exceeds requirements on annual evaluation.