

RESOLUTION No. 22-12

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH CENTRAL FIRE PROTECTION DISTRICT TO AMEND RESOLUTION NO. 22-08 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. 22-08 adopted at a regular board meeting on July 28, 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 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. 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.

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 October 2022 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:



Ken Abrahamian, Board Chairperson
North Central Fire Protection District

ATTEST:



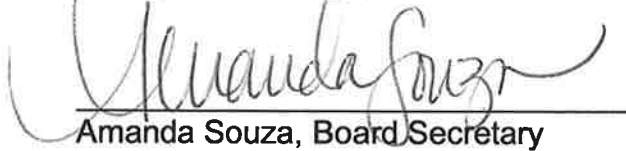
Amanda Souza, Board Secretary
North Central Fire Protection District

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 October 27, 2022.

DATED: October 27, 2022



Amanda Souza, Board Secretary

"EXHIBIT A1"
RESOLUTION NO. 22-12
NORTH CENTRAL FIRE PROTECTION DISTRICT
SALARY SCALE
EFFECTIVE OCTOBER 27, 2022

	Position	Pay Rate	Step I	Step II	Step III	
SWORN - SAFETY	Firefighter I	Monthly Base Pay	4,484	4,720		
		Annual Base Pay	53,808	56,640		
	Firefighter II	Monthly Base Pay	4,982	5,244	5,520	
		Annual Base Pay	59,784	62,928	66,240	
	Engineer	Monthly Base Pay	5,485	5,773	6,077	
		Annual Base Pay	65,820	69,276	72,924	
	Captain	Monthly Base Pay	6,032	6,350	6,684	
		Annual Base Pay	72,384	76,200	80,208	
MANAGEMENT SWORN - SAFETY	Fire Marshal	Monthly Base Pay	8,558	8,986	9,435	
		Annual Base Pay	102,696	107,832	113,220	
	Battalion Chief	Monthly Base Pay	9,435	9,933	10,456	
		Annual Base Pay	113,220	119,196	125,472	
	Division Chief	Monthly Base Pay	9,688	10,172	10,681	
		Annual Base Pay	116,256	122,064	128,172	
	Deputy Chief	Monthly Base Pay	11,300	11,865	12,458	
		Annual Base Pay	135,600	142,380	149,496	
	Fire Chief	The District Fire Chief salary is based on a salary range				
		Monthly Salary Range	11,751	-	13,280	
Annual Salary Range		141,012	-	159,360		
SWORN NON-SAFETY	Inspector	Monthly Base Pay	5,392	5,675	5,974	
		Annual Base Pay	64,704	68,100	71,688	
	Community Risk Reduction Specialist	Monthly Base Pay	4,692	4,896	5,202	
		Annual Base Pay	56,304	58,752	62,424	
NON-SWORN -- NON-SAFETY	General Manager	The District Business Manager salary is based on a salary range				
		Monthly Salary Range	5,438	-	8,454	
		Annual Salary Range	65,256	-	101,448	
	Executive Assistant	Monthly Base Pay	4,953	5,214	5,489	
		Annual Base Pay	59,436	62,568	65,868	
	Principal Account Clerk	Monthly Base Pay	4,423	4,656	4,901	
		Annual Base Pay	53,076	55,872	58,812	
	Senior Account Clerk	Monthly Base Pay	3,895	4,100	4,316	
		Annual Base Pay	46,740	49,200	51,792	
	Administrative Clerk	Monthly Base Pay	2,678	2,811	2,952	
		Annual Base Pay	32,136	33,732	35,424	
	Information Technology Manager	Monthly Base Pay	4,407	4,639	4,883	
		Annual Base Pay	52,884	55,668	58,596	
Property Maintenance Worker	Monthly Base Pay	4,202	4,413	4,633		
	Annual Base Pay	50,424	52,956	55,596		
Property Maintenance Worker II	Monthly Base Pay	4,865	5,108	5,363		
	Annual Base Pay	58,376	61,296	64,356		
Paid Intern	\$15 an hour or State of California Minimum Wage, whichever is higher.					

"EXHIBIT A1"
RESOLUTION NO. 22-12
NORTH CENTRAL FIRE PROTECTION DISTRICT
SALARY SCALE
EFFECTIVE JANUARY 01, 2023

	Position	Pay Rate	Step I	Step II	Step III	
SWORN - SAFETY	Firefighter I	Monthly Base Pay	4,619	4,862		
		Annual Base Pay	55,428	58,344		
	Firefighter II	Monthly Base Pay	5,131	5,401	5,686	
		Annual Base Pay	61,572	64,812	68,232	
	Engineer	Monthly Base Pay	5,650	5,946	6,259	
		Annual Base Pay	67,800	71,352	75,108	
	Captain	Monthly Base Pay	6,213	6,541	6,885	
		Annual Base Pay	74,556	78,492	82,620	
MANAGEMENT SWORN - SAFETY	Fire Marshal	Monthly Base Pay	8,815	9,256	9,718	
		Annual Base Pay	105,780	111,072	116,616	
	Battalion Chief	Monthly Base Pay	9,718	10,231	10,770	
		Annual Base Pay	116,616	122,772	129,240	
	Division Chief	Monthly Base Pay	9,979	10,504	11,057	
		Annual Base Pay	119,748	126,048	132,684	
	Deputy Chief	Monthly Base Pay	11,639	12,221	12,832	
		Annual Base Pay	139,668	146,652	153,984	
	Fire Chief	The District Fire Chief salary is based on a salary range				
		Monthly Salary Range	11,751	-	13,678	
Annual Salary Range		141,012	-	156,240		
SWORN NON-SAFETY	Inspector	Monthly Base Pay	5,554	5,845	6,153	
		Annual Base Pay	66,648	70,140	73,836	
	Community Risk Reduction Specialist	Monthly Base Pay	4,833	5,043	5,358	
		Annual Base Pay	57,996	60,516	64,296	
NON SWORN - NON SAFETY	General Manager	The District Business Manager salary is based on a salary range				
		Monthly Salary Range	5,438	-	8,708	
		Annual Salary Range	65,256	-	104,496	
	Executive Assistant	Monthly Base Pay	5,102	5,370	5,654	
		Annual Base Pay	61,224	64,440	67,848	
	Principal Account Clerk	Monthly Base Pay	4,556	4,796	5,048	
		Annual Base Pay	54,672	57,552	60,576	
	Senior Account Clerk	Monthly Base Pay	4,012	4,223	4,446	
		Annual Base Pay	48,144	50,676	53,352	
	Adminstrative Clerk	Monthly Base Pay	2,758	2,895	3,041	
		Annual Base Pay	33,096	34,740	36,492	
	Information Technology Manager	Monthly Base Pay	4,539	4,778	5,030	
		Annual Base Pay	54,468	57,336	60,360	
Property Maintenance Worker	Monthly Base Pay	4,328	4,545	4,772		
	Annual Base Pay	51,936	54,540	57,264		
Property Maintenance Worker II	Monthly Base Pay	5,011	5,262	5,525		
	Annual Base Pay	60,132	63,144	66,300		
Paid Intern	\$15 an hour or State of California Minimum Wage, whichever is higher.					

"EXHIBIT A1"
RESOLUTION NO. 22-12
NORTH CENTRAL FIRE PROTECTION DISTRICT
SALARY SCALE
EFFECTIVE JANUARY 01, 2024

	Position	Pay Rate	Step I	Step II	Step III	
SWORN - SAFETY	Firefighter I	Monthly Base Pay	4,758	5,008		
		Annual Base Pay	57,096	60,096		
	Firefighter II	Monthly Base Pay	5,285	5,563	5,857	
		Annual Base Pay	63,420	66,756	70,284	
	Engineer	Monthly Base Pay	5,820	6,124	6,447	
		Annual Base Pay	69,840	73,488	77,364	
	Captain	Monthly Base Pay	6,399	6,737	7,092	
		Annual Base Pay	76,788	80,844	85,104	
MANAGEMENT SWORN - SAFETY	Fire Marshal	Monthly Base Pay	9,079	9,534	10,010	
		Annual Base Pay	108,948	114,408	120,120	
	Battalion Chief	Monthly Base Pay	10,010	10,538	11,093	
		Annual Base Pay	120,120	126,456	133,116	
	Division Chief	Monthly Base Pay	10,278	10,819	11,389	
		Annual Base Pay	123,340	129,829	136,665	
	Deputy Chief	Monthly Base Pay	11,988	12,588	13,217	
		Annual Base Pay	143,856	151,056	158,604	
	Fire Chief	The District Fire Chief salary is based on a salary range				
		Monthly Salary Range	11,751	-	14,088	
Annual Salary Range		141,012	-	156,240		
SWORN NON-SAFETY	Inspector	Monthly Base Pay	5,721	6,020	6,338	
		Annual Base Pay	68,652	72,240	76,056	
	Community Risk Reduction Specialist	Monthly Base Pay	4,978	5,194	5,519	
		Annual Base Pay	59,736	62,328	66,228	
NON SWORN -- NON SAFETY	General Manager	The District Business Manager salary is based on a salary range				
		Monthly Salary Range	5,438	-	8,969	
		Annual Salary Range	65,256	-	107,628	
	Executive Assistant	Monthly Base Pay	5,255	5,531	5,824	
		Annual Base Pay	63,060	66,372	69,888	
	Principal Account Clerk	Monthly Base Pay	4,693	4,940	5,199	
		Annual Base Pay	56,316	59,280	62,388	
	Senior Account Clerk	Monthly Base Pay	4,132	4,350	4,579	
		Annual Base Pay	49,584	52,200	54,948	
	Administrative Clerk	Monthly Base Pay	2,841	2,982	3,132	
		Annual Base Pay	34,092	35,784	37,584	
	Information Technology Manager	Monthly Base Pay	4,675	4,921	5,181	
		Annual Base Pay	56,100	59,052	62,172	
Property Maintenance Worker	Monthly Base Pay	4,458	4,681	4,915		
	Annual Base Pay	53,496	56,172	58,980		
Property Maintenance Worker II	Monthly Base Pay	5,161	5,419	5,690		
	Annual Base Pay	61,932	65,028	68,280		
Paid Intern	\$15 an hour or State of California Minimum Wage, whichever is higher.					