

**NORTH CENTRAL FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS
REGULAR BOARD MEETING
THURSDAY, JULY 28, 2022
START TIME: 5:30 P.M.
LOCATION: 15850 W. KEARNEY BLVD., KERMAN CA.**

AGENDA

The North Central Fire Protection District Board of Directors meetings are electronically broadcast. You can view the meeting on the District's website, www.northcentralfire.org, by selecting Administration, then Board Meetings from the drop-down menu and clicking the "[Live Stream](#)" link. Please note this is not an interactive forum.

Anyone wishing to address the Board on any agenda item, can do so by written communication or in person during a Board of Directors meeting. In order to allow time for all public comments, individuals are limited to five minutes total for each action item.

- 1. CALL TO ORDER**
 - A) Roll Call

- 2. INVOCATION AND FLAG SALUTE**

- 3. PUBLIC COMMENTS**

- 4. CONSENT AGENDA**
 - A) Consideration and Approval of Disbursements List for June 2022
 - B) Review and Acceptance of Monthly Financial Reports
 - 1) Fresno County: Cash Balances – All Funds
 - 2) Budget Variance Report: YTD Expenses Compared to Budget
 - 3) Revenue and Reimbursement Report
 - 4) PG & E Report

- 5. APPROVAL OF MINUTES**
 - A) Minutes of the Regular Board Meeting of June 23, 2022
 - B) Minutes of Special Board Meeting July 8, 2022

- 6. PUBLIC HEARING FOR WEED ABATEMENT AND LIST OF ABATEMENT NOTICES**
 - A) Action item – Conduct Public Hearing and Review List of Notices
 - B) Set Special Meeting Date

7. FIRE CHIEF REPORT

- A) Fire Incident/Fire Prevention Reports for June
- B) Operational Update

PUBLIC COMMENT: (Before Closed Session) For any member of the public that would like to make a comment on the Closed Session item(s)

8. CLOSED SESSION

A. CONFERENCE WITH LABOR NEGOTIATORS

Agency designated representatives: Chief Tim Henry

Unrepresented employees: All employees not represented by Local 5260

9. RESOLUTION NO. 22-08 AMENDING RESOLUTION 22-04 TO MAKE CHANGES TO ESTABLISHED SALARIES AND BENEFITS FOR CURRENT AND FUTURE EMPLOYEES

- A) Action item - Consider and adopt Resolution No. 22-08 amending Resolution No. 22-04 to make changes to established salaries and benefits for current and future employees.

10. BOARD MEMBER COMMENTS/REPORTS

11. ANNOUNCEMENTS

- A) Regular Board Meeting: Thursday, August 25, 2022, at 5:30 p.m.

12. ADJOURNMENT

PUBLIC COMMENTS AND INQUIRIES

At a Board meeting, those who wish to be heard on matters on the agenda should indicate their desire to speak when the item is ready for discussion. If, at the meeting, you wish to discuss an item, which is not on the agenda, you may indicate your desire to do so under "Public Comments". In order to allow time for all public comments and inquiries, the time for individual comments may, at the discretion of the Chairman of the Board, be limited to five minutes. 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 prior to the scheduled Board meeting to so request. If the matter is within the Board's jurisdiction, and the Board has not taken action or considered the item at a recent meeting, the District may place the item on the agenda. When addressing the Board, you are requested to come forward to the speaker's podium, state your name and address, and then proceed with your presentation.

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

NORTH CENTRAL FIRE PROTECTION DISTRICT
DISBURSEMENT JOURNAL
JUNE 1, 2022 - JUNE 30, 2022

CK#	VENDOR	DESCRIPTION	DATE	TOTAL AMOUNT
	Quickbooks	Service charge	6/1/2022	\$ 1.75
	NCPFA	Union dues	6/2/2022	5,750.00
	Payroll	Employee Payroll	06/14/22	158,941.49
7762	Employee Reimbursement	Training classes	06/15/22	250.00
7763	Employee Reimbursement	Training classes	06/15/22	230.00
7764	Employee Reimbursement	Uniform	06/15/22	375.00
7765	Employee Reimbursement	Uniform & Boots	06/15/22	566.25
7766	Employee Reimbursement	Station 59	06/15/22	189.20
7767	AllStar Fire Equipment	Turnout	06/15/22	2,404.07
7768	Employee Reimbursement	Uniform	06/15/22	420.86
7769	Aramark	Linen service	06/15/22	173.62
7770	ARBA	Group Life Insurance	06/15/22	179.78
7771	Asi Admin. Solutions	Dental/Vision Premiums	06/15/22	2,526.00
7772	AT&T	Phone & long distance service	06/15/22	49.90
7773	Baker Manock & Jensen	Legal services	06/15/22	2,348.42
7774	Barrios Ent	Portable Restroom Service	06/15/22	100.00
7775	Call Fire	Driver/Operator 1A	06/15/22	2,100.00
7776	Center State Fence Inc.	Fence Generator/ Tank enclosure ST. #55	06/15/22	3,980.00
7777	Employee Reimbursement	Uniform & Boots	06/15/22	647.99
7778	Cheryl Carlson	Financial Consultant	06/15/22	7,485.86
7779	City of Fresno	Utilities	06/15/22	62.34
7780	City of Kerman	Utilities	06/15/22	680.16
7781	Comcast Business	Internet and phone services	06/15/22	1,603.21
7782	Consolidated Services Inc.	A/C at St. #58 had a Fault code. Cleaned filter and coil, add R410A. Working good.	06/15/22	342.50
7783	Employee Reimbursement	Uniform	06/15/22	149.82
7784	Employee Reimbursement	Training classes & Uniform	06/15/22	789.98
7785	Department of Justice	Finger Prints	06/15/22	49.00
7786	Employee Reimbursement	Uniform & Boots	06/15/22	529.94
7787	Employee Reimbursement	Uniform & Boots	06/15/22	622.06
7788	Employee Reimbursement	Uniform	06/15/22	152.19
7789	Fastenal	Station Supplies	06/15/22	2,442.24
7790	FDAC Empolymnt Benefits	Health Ins	06/15/22	61,083.22
7791	Fire Safety Solutions Inc.	County Plan review	06/15/22	2,340.00
7792	Void	Voided	06/15/22	-
7793	Fresno Pacific University	Training	06/15/22	2,500.00
7794	Employee Reimbursement	Uniform & Boots	06/15/22	490.81
7795	Jack's Butane	Hook up Propane line to generator St. 55	06/15/22	676.11
7796	Employee Reimbursement	Uniform & Boots	06/15/22	375.00
7797	John Hancock - USA	457 Plan Contributions	06/15/22	4,628.72
7798	John Nipp	Station 54 Rent - June	06/15/22	3,400.00
7799	Employee Reimbursement	Uniform	06/15/22	612.80
7800	Board Member Reimbursement	Board member health insurance	06/15/22	799.00
7801	Employee Reimbursement	Training class	06/15/22	230.00
7802	KerWest	Legal notice for preliminary budget	06/15/22	201.45

NORTH CENTRAL FIRE PROTECTION DISTRICT
DISBURSEMENT JOURNAL
JUNE 1, 2022 - JUNE 30, 2022

CK#	VENDOR	DESCRIPTION	DATE	TOTAL AMOUNT
7803	Employee Reimbursement	Uniforms & Boots	06/15/22	1,035.00
7804	Employee Reimbursement	Uniform	06/15/22	56.30
7805	Employee Reimbursement	Boots	06/15/22	285.00
7806	L.N. Curtis	Apparatus Equipment & Fire Hose	06/15/22	6,327.79
7807	Employee Reimbursement	Uniform	06/15/22	707.34
7808	Loperena Antenna Sites	Owens mountain antenna site lease	06/15/22	1,853.00
7809	Mac's Equipment	Parts for apparatus	06/15/22	207.71
7810	Board Member Reimbursement	Board member health insurance	06/15/22	901.00
7811	Board Member Reimbursement	Board member health insurance	06/15/22	168.16
7812	Employee Reimbursement	Uniforms & Boots	06/15/22	508.19
7813	Mid Valley Disposal	Utilities - Trash	06/15/22	324.22
7814	Employee Reimbursement	Uniforms & Boots	06/15/22	273.68
7815	ODP Business Solutions	office depot - office supplies	06/15/22	306.73
7816	Orkin	Pest Control Service	06/15/22	129.00
7817	PARS	Membership pension & 457	06/15/22	3,031.82
7818	PG&E	Utilites	06/15/22	534.82
7819	Precision Custom Construction	Move Wood material to another site	06/15/22	2,800.00
7820	Quinn Company	Generators	06/15/22	503.20
7821	Ray Morgan	Copier maintenance	06/15/22	1,052.98
7822	Robert Gonzalez	Uniform	06/15/22	216.73
7823	Robert V Jensen	Fuel	06/15/22	5,202.95
7824	Board Member Reimbursement	Board member health insurance	06/15/22	799.00
7825	Sebastion	Phone & long distance service	06/15/22	171.37
7826	Sierra Data Management	Storage for old files	06/15/22	24.48
7827	Sierra HR Partner	Consultant	06/15/22	125.00
7828	Sierra Lock	5 Sets of Keys for Fire Truck	06/15/22	818.04
7829	Slumberger Lumber	Maintenance at stations	06/15/22	4,136.29
7830	Solar Maintenance Pros, Inc.	Clean Solar Panels	06/15/22	936.35
7831	Streamline	Web maintenance	06/15/22	400.00
7832	Employee Reimbursement	Health Ins	06/15/22	1,350.00
7833	U.S. Bank PARS	Pension plan contributions	06/15/22	50,532.32
7834	United Health Care Ins.	Prior Board Member health insurance	06/15/22	431.75
7835	Unwired Broadband	Radio Comm	06/15/22	4.82
7836	Valley Farm Supply	Station supplies, Station Maint, Apparatus	06/15/22	1,659.29
7837	Employee Reimbursement	Uniform Allowance	06/15/22	375.00
	Quickbooks	bank service fee	05/23/22	1.75
7838	Employee Payroll Liabilities	Child Support	06/20/22	435.00
7839	Employee Payroll Liabilities	Child Support	06/20/22	100.50
	Clyde Lansing	Direct pay- Consultant	06/20/22	2,000.00
	Payroll	Employee Payroll	06/29/22	141,474.73
7840	Employee Reimbursement	Boots	06/30/22	285.00
7841	AllStar Fire Equipment	Appratus Equipment	06/30/22	3,472.80
7842	Aramark	Linen service	06/30/22	240.09
7843	Biola CSD	Utilities	06/30/22	261.55
7844	Black Mountain Software	New Accounting Software	06/30/22	331.25

NORTH CENTRAL FIRE PROTECTION DISTRICT
DISBURSEMENT JOURNAL
JUNE 1, 2022 - JUNE 30, 2022

CK#	VENDOR	DESCRIPTION	DATE	TOTAL AMOUNT
7845	Employee Reimbursement	Uniforms & Boots	06/30/22	964.78
7846	Cal Fire	Training Class	06/30/22	1,960.00
7847	Employee Payroll Liabilities	Child support	06/30/22	435.00
7848	Employee Payroll Liabilities	Child support	06/30/22	100.50
7849	Employee Reimbursement	Uniforms & Boots	06/30/22	1,035.00
7850	Cheryl Carlson	Financial Consultant	06/30/22	4,928.25
7851	Coalinga Motors Inc.	Utility Truck	06/30/22	57,468.20
7852	Comcast Business	Internet and phone services	06/30/22	302.34
7853	Consolidated Services Inc.	Ice Machine at St. #54	06/30/22	3,785.00
7854	Employee Reimbursement	Uniforms & Boots	06/30/22	789.16
7855	Co. of Fresno Auditor/Controller	June POB	06/30/22	30,305.24
7856	CSG Consultants	Plan review - City	06/30/22	1,408.75
7857	Employee Reimbursement	Uniform	06/30/22	225.18
7858	Employee Reimbursement	Boots	06/30/22	285.00
7859	Employee Reimbursement	Uniform	06/30/22	471.06
7860	Employee Reimbursement	Uniforms & Boots	06/30/22	696.62
7861	Employee Reimbursement	Uniform	06/30/22	30.33
7862	Employee Reimbursement	Uniforms & Boots	06/30/22	832.27
7863	EOS Solutions Inc.	Computer maintenance interface	06/30/22	495.00
7864	Fastenal	Station Supplies	06/30/22	5,081.57
7865	FDAC Empolyment Benefits	Health Ins	06/30/22	562.50
7866	Fresno County DPH-EMS Div.	Dispatch service	06/30/22	14,876.00
7867	Employee Reimbursement	Uniform	06/30/22	205.81
7868	Employee Reimbursement	Uniforms & Boots	06/30/22	566.25
7869	H & J Chevrolet, Inc.	oil Change BC reserve truck	06/30/22	389.23
7870	Jack's Butane	Hook up Propane line to generator St. 56	06/30/22	857.85
7871	Employee Reimbursement	Uniforms & Boots	06/30/22	514.69
7872	Employee Reimbursement	Uniforms & Boots	06/30/22	1,027.20
7873	John Hancock USA	457 Plan contributions	06/30/22	4,628.72
7874	Employee Reimbursement	Uniform & Flex 125-Daycare	06/30/22	2,888.91
7875	Jorgensen Company	SCBA repair	06/30/22	910.26
7876	Employee Reimbursement	Uniforms & Boots	06/30/22	826.90
7877	L.N. Curtis	Apparatus Equipment & Fire Hose New Squad	06/30/22	21,296.58
7878	Liebert Cassidy Whitmore	Legal services	06/30/22	1,558.00
7879	Employee Reimbursement	Uniform	06/30/22	581.96
7880	Employee Reimbursement	Uniform	06/30/22	390.06
7881	Employee Reimbursement	Uniforms & Boots	06/30/22	399.77
7882	Employee Reimbursement	Uniforms & Boots	06/30/22	1,035.00
7883	Nokia of America	Communitication	06/30/22	300,132.27
7884	Occupational Health Centers	Employment Physicals	06/30/22	664.00
7885	Office Depot	Office supplies & station supplies	06/30/22	2,563.25
7886	Overhead Door Inc.	Station #58 repair	06/30/22	241.00
7887	PG&E	Utilities	06/30/22	9,122.36
7888	PrideStaff	Recruting	06/30/22	15,000.00
7889	Ray Morgan	Printers maintenance	06/30/22	441.17

NORTH CENTRAL FIRE PROTECTION DISTRICT
DISBURSEMENT JOURNAL
JUNE 1, 2022 - JUNE 30, 2022

CK#	VENDOR	DESCRIPTION	DATE	TOTAL AMOUNT
7890	Employee Reimbursement	Uniforms & Boots	06/30/22	617.82
7891	Robert V Jensen	Bulk fuel	06/30/22	3,742.11
7892	Rolinda Farm Supply	Apparatus parts, Station supplies	06/30/22	245.65
7893	Santander	Apparatus Lease	06/30/22	49,160.54
7894	SDRMA	Workers' Compensation Ins.	06/30/22	255,433.01
7895	Employee Reimbursement	Uniforms & Boots	06/30/22	779.17
7896	Sparkletts	Water deliveries	06/30/22	1,153.97
7897	Standard Insurance Company	Life & LTD Insurance	06/30/22	2,001.00
7898	Employee Reimbursement	Boots	06/30/22	285.00
7899	Target Solutions	Maintenance on software	06/30/22	462.41
7900	Employee Reimbursement	Uniforms & Boots	06/30/22	1,035.00
7901	Chief Henry	Travel	06/30/22	714.86
7902	Employee Reimbursement	Uniform	06/30/22	415.01
7903	Employee Reimbursement	Uniforms & Boots	06/30/22	387.00
7904	US Bank Voyager Fleet Card	Voyager card fuel purchases	06/30/22	4,093.34
7905	Unwired Broadband	Communication	06/30/22	9.81
7906	Verizon	Toughbooks data plan	06/30/22	760.20
7907	Verizon Wireless	Cell phones - operations	06/30/22	963.39
7908	Verizon Wireless office	Cell phones - admin	06/30/22	2,135.56
7909	Vincent Communications, Inc.	Radio repair	06/30/22	1,786.86
7910	Employee Reimbursement	Desk and misc for St. #59	06/30/22	328.04
7911	Cook's	Radio install	06/30/22	838.95
7912	IAFC	Membership	06/30/22	260.00
7913	U.S. Bank Cal-Card	Maintenance computer, Station, Comm., & Apparatus, Travel, Bank fees, Food, Postage, Training, Turnouts, Weed Abatement, Fire Prevention, Office supplies	06/30/22	49,238.23
Total				\$ 1,380,398.66

Board action: To approve disbursements from West America general account as presented for the total amount of \$ 1,380,398.66.

**NORTH CENTRAL FIRE PROTECTION DISTRICT
DISTRICT FUND CASH BALANCES
JUNE 15, 2022**

CASH BALANCES	GENERAL	CAPITAL EQUIPMENT	BUILDING FUND	EMS	SICK LEAVE	RESERVE FUND	RISK CONTINGENCY FUND	TOTAL OF ALL FUNDS
FUND CLASS #	10000	20000	41400	41410	41420	41430	41440	
Beg Balance 06/01/2022	5,708,561.35	3,137,154.92	266,055.34	1,726,768.33	34,972.30	346,848.62	121,464.54	11,341,825.40
Ending Balance 06/15/2022*	6,207,522.29	3,137,154.92	266,796.38	1,786,139.09	34,972.30	346,848.62	121,464.54	11,900,898.14

*Note: The fiscal year end reports will not be available from the County until after the 7/28 meeting so reports as of 6/15/22 were provided and those cash balances used. Final cash balances for the fiscal year ended 6/30/22 will be reflected on the final budget presented in August.

**NORTH CENTRAL FIRE PROTECTION DISTRICT
SERVICES, SUPPLIES AND MAINTENANCE
BUDGET - TO - ACTUAL
JULY 2021 - JUNE 2022**

Services, Supplies and Maintenance	Fiscal Year 2021 - 2022 Budget	Activity thru 5/31/22	Jun-22	YTD Total	% of Budget Used	Budget Remaining	% of Budget Remaining
City of Fresno Metro Service Agreement	1,066,468	977,595.65	88,872.35	1,066,468.00	100.0%	0.00	0.0%
County of Fresno - Dispatch Services	210,200	148,760.00	14,876.00	163,636.00	77.8%	46,564.00	22.2%
Pension Obligation Bonds	363,663	333,357.64	30,305.24	363,662.88	100.0%	0.12	0.0%
FCERA Payment Financing	417,751	416,707.27	0.00	416,707.27	99.8%	1,043.73	0.2%
Apparatus Financing Payment	49,161	49,160.54	0.00	49,160.54	100.0%	0.46	0.0%
Station 54 Lease	20,000	16,600.00	3,400.00	20,000.00	100.0%	0.00	0.0%
Property, Auto & Liability Insurance	115,000	111,340.00	0.00	111,340.00	96.8%	3,660.00	3.2%
Personal Protective Equipment	100,000	58,620.07	31,786.75	90,406.82	90.4%	9,593.18	9.6%
Communications	90,000	99,687.25	22,290.93	121,978.18	135.5%	(31,978.18)	-35.5%
Apparatus Maintenance	150,000	130,012.07	40,485.03	170,497.10	113.7%	(20,497.10)	-13.7%
Station Equipment Maintenance	40,000	5,969.69	5,539.65	11,509.34	28.8%	28,490.66	71.2%
Computers & Office Equipment	104,000	81,254.36	8,289.62	89,543.98	86.1%	14,456.02	13.9%
Facility Maintenance	162,000	146,101.47	23,806.10	169,907.57	104.9%	(7,907.57)	-4.9%
Station Supplies	50,000	41,311.78	10,516.45	51,828.23	103.7%	(1,828.23)	-3.7%
Fuel	120,000	94,398.53	17,425.83	111,824.36	93.2%	8,175.64	6.8%
Utilities	65,000	53,749.36	8,999.02	62,748.38	96.5%	2,251.62	3.5%
Legal & Accounting	70,000	82,423.16	14,747.17	97,170.33	138.8%	(27,170.33)	-38.8%
Professional Services	193,000	130,636.40	20,791.65	151,428.05	78.5%	41,571.95	21.5%
Membership Dues & Subscriptions	20,000	9,783.58	6,728.12	16,511.70	82.6%	3,488.30	17.4%
Travel Expenses	30,000	12,677.48	714.86	13,392.34	44.6%	16,607.66	55.4%
Training	127,000	105,620.78	11,024.78	116,645.56	91.8%	10,354.44	8.2%
Office Supplies	20,000	18,976.88	4,567.29	23,544.17	117.7%	(3,544.17)	-17.7%
Food	5,000	5,055.23	0.00	5,055.23	101.1%	(55.23)	-1.1%
Fire Prevention	50,000	17,792.88	26,528.22	44,321.10	88.6%	5,678.90	11.4%
Apparatus Tools, Equipment & Hose	75,000	31,600.66	30,462.81	62,063.47	82.8%	12,936.53	17.2%
SCBA Masks & Maintenance	20,000	20,765.57	910.26	21,675.83	108.4%	(1,675.83)	-8.4%
Totals	3,733,243	3,199,958.30	423,068.13	3,623,026.43	97.0%	110,216.57	3.0%

12th month of fiscal year - average = 100%

**NORTH CENTRAL FIRE PROTECTION DISTRICT
WAGES, BENEFITS, POB AND FUND EXPENDITURES
BUDGET - TO - ACTUAL
JULY 2021 - JUNE 2022**

Wages, Benefits and POB	Fiscal Year 2021 - 2022 Budget	Activity thru 5/31/22	Jun-22	YTD Total	% of Budget Used	Budget Remaining	% of Budget Remaining
Current Board Wages and Benefits	61,075	47,790.92	2,038.19	49,829.11	81.6%	11,245.89	18.4%
Prior Board Member Benefits	5,419	4,794.75	199.75	4,994.50	92.2%	424.50	7.8%
Surviving Spouse Benefits	11,295	10,266.48	687.38	10,953.86	97.0%	341.14	3.0%
Employee Wages and Benefits	6,155,974	5,579,486.75	586,566.12	6,166,052.87	100.2%	(10,078.87)	-0.2%
Total Wages, Benefits and POB	6,233,763	5,642,338.90	589,491.44	6,231,830.34	100.0%	1,932.66	0.0%
Fund Expenditures per Budget							
Weed Abatement	25,000	2,158.55	29.30	2,187.85	8.8%	22,812.15	91.2%
Dispatch Radio Upgrade	20,000	18,813.50	0.00	18,813.50	94.1%	1,186.50	5.9%
Tranquillity Tower Equipment Transfer	25,000	5,750.00	0.00	5,750.00	23.0%	19,250.00	77.0%
Maintenance Worker Vehicle	65,000	0.00	57,468.20	57,468.20	88.4%	7,531.80	11.6%
Squad Rig - Station 59	30,310	17,673.62	0.00	17,673.62	58.3%	12,636.38	41.7%
Renovation of Station 59 App Bay	650,000	329,131.76	214,622.57	543,754.33	83.7%	106,245.67	16.3%
Type III Fire Engine	500,000	0.00	0.00	0.00	0.0%	500,000.00	100.0%
Capital Improvement Projects	100,000	73,381.28	0.00	73,381.28	73.4%	26,618.72	26.6%
Extractors for Stations 56 & 58	30,000	26,094.38	0.00	26,094.38	87.0%	3,905.62	13.0%
Miscellaneous Expenditures - Capital	10,000	7,115.96	0.00	7,115.96	71.2%	2,884.04	28.8%
Storage Containers - Stations 55 & 58	27,000	25,333.00	0.00	25,333.00	93.8%	1,667.00	6.2%
Miscellaneous Expenditures - Building	10,000	5,207.62	0.00	5,207.62	52.1%	4,792.38	47.9%
Total Fund Expenditures	1,492,310	510,659.67	272,120.07	782,779.74	52.5%	709,530.26	47.5%

**NORTH CENTRAL FIRE PROTECTION DISTRICT
REVENUE AND REIMBURSEMENTS
BUDGET - TO - ACTUAL
JULY 2021 - JUNE 2022**

Revenue	Fiscal Year 2021 - 2022 Budget	Activity thru 5/31/22	Jun-22	YTD Total	% of Budget Received	Budget Remaining	%
Property Taxes	10,467,016	10,059,179.89	498,960.94	10,558,140.83	101%	(91,124.83)	-1%
Interest (County Investment Pool)	80,000	66,337.16	0.00	66,337.16	83%	13,662.84	17%
Fees, Permits and Plan Checks	35,000	113,686.78	21,729.00	135,415.78	387%	(100,415.78)	-287%
Ambulance Station Lease	17,388	15,939.00	0.00	15,939.00	92%	1,449.00	8%
Tower Rental	30,804	28,180.00	2,624.00	30,804.00	100%	0.00	0%
Weed Abatement Assessment	25,000	7,407.94	0.00	7,407.94	30%	17,592.06	70%
FCC ISA/Training Reimbursement	28,000	54,268.05	18,000.00	72,268.05	258%	(44,268.05)	-158%
Reimbursement for Priority One Calls	12,000	10,303.15	0.00	10,303.15	86%	1,696.85	14%
Miscellaneous Income	79,332	80,551.37	16,172.18	96,723.55	122%	(17,391.55)	-22%
Revenue Totals	10,774,540	10,435,853.34	557,486.12	10,993,339.46	102%	(218,799.46)	-2%
Reimbursable Items		Activity thru 5/31/22	Jun-22	YTD Totals			
Ambulance Station Lease Utility Reimb.		5,374.84	0.00	5,374.84			
Strike Team Reimbursement	452,757.22	413,911.96	0.00	413,911.96	91%		
SAFER Grant	837,610.00	549,829.00	216,037.00	765,866.00	91%		
Fresno County ARPA/SLFRF Reimbursement	1,085,668.00	0.00	1,085,668.00	1,085,668.00	100%		
Reimbursement Totals		969,115.80	1,301,705.00	2,270,820.80			

**PG&E Comparison
2021 to 2022**

LOCATION	Jun-21	Jun-22	Difference
15850 W. Kearney:			
Acc# 7835118536 (Elect) - Kwh	\$ 26.28	\$ 24.64	\$ (1.64)
Acc# 7835118040 (Gas) - Therms	\$ 118.32	\$ 161.57	\$ 43.25
MONTHLY TOTALS	\$ 144.60	\$ 186.21	\$ 41.61
806 S. Garfield:			
Acc# 7835118697 (Elect) - Kwh	\$ 4,588.40	\$ 3,903.50	\$ (684.90)
Acc# 7835118050 (Gas) - Therms	\$ 51.93	\$ 54.62	\$ 2.69
MONTHLY TOTALS	\$ 4,640.33	\$ 3,958.12	\$ (682.21)
4555 N. Biola:			
Acc# 2283032025 (Elect) - Kwh	\$ 9,424.99	\$ 7,128.96	\$ (2,296.03)
Acc# 2283032030 (Gas) - Therms	\$ 35.43	\$ 51.84	\$ 16.41
MONTHLY TOTALS	\$ 9,460.42	\$ 7,180.80	\$ (2,279.62)
7285 W. Shields:			
Acc# 4052914195 (Elect) - Kwh	\$ 1,650.61	\$ 2,003.60	\$ 352.99
Acc# 7836118697 (Shop) - Kwh	\$ 133.27	\$ 123.81	\$ (9.46)
Acc# 7835118020 (yrd lite) - Kwh	\$ 11.81	\$ 9.75	\$ (2.06)
Acc# 7835118821 (Gas) - Therms	\$ 69.44	\$ 94.14	\$ 24.70
MONTHLY TOTALS	\$ 1,865.13	\$ 2,231.30	\$ 366.17
1709 W. Bullard:			
Acc# 2283032570 (Elect) - Kwh	\$ 52.08	\$ 57.37	\$ 5.29
Acc# 2283032877 (Gas) - Therms	\$ 8.66	\$ 8.66	\$ -
Acc# 7835118401 (Elect) - Kwh	\$ 91.16	\$ 227.44	\$ 136.28
MONTHLY TOTALS	\$ 151.90	\$ 293.47	\$ 141.57
3031 W. Nielsen:			
Acc# 228813832 (Elect) - Kwh		\$ 83.58	\$ 83.58
Acc# 2280727636 (Gas) - Therms		\$ 7.93	\$ 7.93
MONTHLY TOTALS	\$ -	\$ 91.51	\$ 91.51
TOTALS BY MONTH	\$ 16,262.38	\$ 13,941.41	\$ (2,320.97)

**PG&E Comparison
2021 to 2022**

LOCATION	Jun-21	Jun-22	Difference
15850 W. Kearney:			
Acc# 7835118536 (Elect) - Kwh	4,430	2,255	(2,175)
Acc# 7835118040 (Gas) - Therms	84	82	(2)
806 S. Garfield:			
Acc# 7835118697 (Elect) - Kwh	632	886	254
Acc# 7835118050 (Gas) - Therms	33	29	(4)
4555 N. Biola:			
Acc# 2283032025 (Elect) - Kwh	1,820	1,225	(595)
Acc# 2283032030 (Gas) - Therms	18	1,247	1,229
7285 W. Shields:			
Acc# 4052914195 (Elect) - Kwh	6,360	6,321	(39)
Acc# 7836118697 (Shop) - Kwh	467	349	(118)
Acc# 7835118020 (yrd lite) - Kwh	10	10	0
Total Kwh current month	6,837	6,680	(157)
Acc# 7835118821 (Gas) - Therms	49	48	(1)
1709 W. Bullard:			
Acc# 2283032570 (Elect) - Kwh	121	146	25
Acc# 2283032877 (Gas) - Therms	0	0	0
Acc# 7835118401 (Elect) - Kwh		671	
3031 W. Nielsen:			
Acc# 228813832 (Elect) - Kwh		226	226
Acc# 2280727636 (Gas) - Therms		0	0

**NORTH CENTRAL FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS
REGULAR BOARD MEETING
THURSDAY, JUNE 23, 2022, 5:30 P.M.**

MINUTES

1. CALL TO ORDER

District Board Chair Mr. Ken Abrahamian called the meeting to order at 5:33 p.m.

Roll Call

Board Members Present: Mr. Michael Golden, Mr. Ken Abrahamian, Ms. Amanda Souza, Mr. Michael Foglio. and Mr. Rusty Nonini.

Also present were Fire Chief Tim Henry and Cheryl Carlson.

2. INVOCATION AND FLAG SALUTE

The invocation was led by Bryan Arabian of Father's House of Kerman and the flag salute was led by Chief Henry.

Board Chair Abrahamian announced that Item 9, Closed Session, was being pulled from the agenda.

3. PUBLIC COMMENTS

Tim England, President of the North Central Professional Firefighters Association, Local 5260, expressed membership concerns regarding Fresno City College Fire Interns. There were no other public comments.

4. CONSENT AGENDA

- A) Consideration and Approval of Disbursements List for May 2022
- B) Review and Acceptance of Monthly Financial Reports
 - 1) Fresno County: Cash Balances – All Funds
 - 2) Budget Variance Report: YTD Expenses Compared to Budget
 - 3) Revenue and Reimbursement Report
 - 4) PG & E Report
- C) Resolution 22-06 – First Amendment to the 2021-2022 Fiscal Year Adopted Final Budget
- D) Resolution 22-07 – Ordering Even Year Board of Directors' Election; Consolidation of Elections; and Specification of the Election Order

Mr. Abrahamian asked the District Board and members of the public if there were any items on the Consent Agenda they would like to pull from the agenda for discussion or questions. Hearing none, Mr. Abrahamian called for a motion to approve the Consent Agenda.

MOTION: To approve the consent agenda as presented.

Moved by: Mr. Nonini, second by Mr. Golden
Mr. Abrahamian: Mr. Golden: Mr. Foglio: Mr. Nonini: Ms. Souza: Vote
Aye Aye Aye Aye Aye 5/0

5. APPROVAL OF MINUTES

A) Minutes of the Regular Board Meeting of May 26, 2022

MOTION: To approve the minutes of the Regular Board Meeting of May 26, 2022 as presented.

Moved by: Mr. Foglio, second by Mr. Abrahamian

Mr. Abrahamian: Mr. Golden: Mr. Foglio: Mr. Nonini: Ms. Souza: Vote
Aye Aye Aye Aye Aye 5/0

6. PUBLIC HEARING FOR WEED ABATEMENT AND LIST OF ABATEMENT NOTICES

- A) Action Item – Conduct Public Hearing
- B) Review List of Notices

Mr. Abrahamian opened the floor for the Public Protest Hearing for public comments on the 2022 weed abatement season at 5:40 p.m.

Mr. Abrahamian asked if there had been any correspondence or phone calls. Chief Henry reported there were no correspondence or phone calls. Chief Henry also reported an additional twenty-six 10-day notices were mailed out to property owners.

There were no members from the public to address the District Board so Mr. Abrahamian closed the floor for the Public Protest Hearing for the 2022 weed abatement season at 5:41 p.m.

7. FIRE CHIEF REPORT

- A) Fire Incident/Fire Prevention Reports for May 2022– Chief Henry noted no major spikes in incidents, however Fire Prevention has seen an increase in illegal or arson cases that staff is investigating.
- B) Operational Update – Chief Henry noted that staff is being adjusted in anticipation of the two new stations going live July 1, 2022. The Bullard/West fire station is being set up and staff are making sure it is operational, while also familiarizing themselves with the response area.. There have been some construction delays with metal for the roofing and concrete curing duration. Stucco and rock veneer on exterior will be completed in next two weeks. Interior inspection for all the plumbing, gas, and electrical has been signed off. The roofing company is preparing to come in to complete the roofing. Landscaping will be the last thing

to complete to wrap up the remodel. Hot water heater will be installed on the exterior walls after stucco has been completed, causing a delay in occupancy, however fire crews and engines will be provided lodging in multiple areas to cover the district response area as planned. Marks/Nielsen is ready for occupancy on July 01, 2022 and will have one first out and one reserve apparatus. Dispatch has been briefed and is ready to begin operations.

- C) Apparatus Status Report – Chief Henry introduced Battalion Chief Pavone to report on the status of the district's apparatus fleet. Battalion Chief Pavone outlined our contract with Fire Apparatus Solutions to maintain and repair our apparatus fleet; support vehicles are sent out to surrounding vendors for oil changes and recalls which is separate from the services of Fire Apparatus Solutions. Fire Apparatus Solutions provides an umbrella coverage for service which is more comprehensive, at a significantly reduced cost, making an inhouse mechanic position unfeasible due to Fire Apparatus Solutions special equipment, staff, purchasing, and relationships with vendors for all of the District's needs.

8. PRELIMINARY BUDGET FOR THE 2022-2023 FISCAL YEAR

- A) Action item – Consider and adopt the District's Preliminary Budget for the 2022-2023 Fiscal Year.

Cheryl Carlson began the budget overview by reviewing the memo included in the budget packet. Looking at the overall summary for fiscal year 2021-2022, projected operating revenue is estimated to be \$771,209 over expenditures after contributions to the Capital Fund of \$2 million and \$283,000 to the districts pension 115 trust plan. Ms. Carlson recommended from the \$771,209 that an additional \$316,700 be moved into the pension 115 trust plan, bringing the contribution this fiscal year up to \$600,000 and leaving a net operating revenue of \$454,508.

Board Member Nonini inquired about the districts Pension 115 Trust Plan and the reasoning to contribute additional funds. Chief Henry stated that additional contributions to the Pension 115 Trust Plan may provide an opportunity to smooth future rate contribution increases and act as a safety cushion.

Ms. Carlson reported more detailed revenue information regarding net property tax revenue increases.

Ms. Carlson indicated agreements, debt service, and regular operating expenses for 2021-2022 were estimated to be \$26,393 under budget. Ms. Carlson reported Turnouts account will be renamed Personal Protective Equipment. Projected wages and benefits expenses are \$195,326 under budget, and are shown net of reimbursement from SAFER Grants and OES Strike Team reimbursements. Outlining Capital expenditures and Building Fund expenditures, capital improvements and expenditures includes upgrades from Station 59, radio and dispatch upgrades, tower equipment upgrade, training tower project, Station 58, replacement of fencing for Stations 56 and 58, tranquility tower equipment transfer, property maintenance worker, new vehicle, squad apparatus for Station 59, the type

I and type III apparatus that are in production, storage containers for Stations 55 and 58, and extractors were installed for Stations 56 and 58.

Ms. Carlson indicated the preliminary budget 2022-2023 projected revenue to be \$114,150 over expenditures after the \$900,000 annual capital contribution. Projections include a conservative revenue estimate increase of two percent. Total operating services and debt payments are projected to decrease by \$668,000 from estimated actuals of this year. This decrease is a result of the termination of City of Fresno's agreement for \$1 million. Removing City of Fresno's Agreement from the equation results in the operating expenses being projected to increase by \$397,000, and this includes operating and maintaining the two new fire station facilities. Total salary and benefits, including the two new stations, are projected to increase by \$1.7 million assuming all authorized positions are filled.

Ms. Carlson recommended for Capital and Building Fund projects for 2022-2023 ordering on July 01, 2022 a new Type I apparatus and a water tender due to the 18-month lead time needed, two fire prevention staff vehicles, expanding the driveway area around the training tower, upgrades to paramedic's dorm area in Station 58, asphalt repair for Station 55, and reconditioning the drainage dry well in front of driveway at Station 58.

Ms. Carlson indicated projected fund balances for June 30, 2022 will increase \$1.9 million from June 2021. With a two percent increase, the overall 2023-2024 budget will provide for a net Operating Revenue of \$44,300 after the annual capital contribution of \$900,000. The Capital Fund worksheet assumes land cash purchase in 2022-2023 and the addition of site infrastructure and plan design costs in 2025-2026 of \$500,000 and construction of the \$6 million new station in 2026-2027. These activities still provide for a positive cash balance in the Capital Fund while maintaining the annual capital contribution of \$900,000.

Board Member Nonini asked Chief Henry about the developer fees collected by the city for the new fire station inquiring if it was only buildable within city limits. Chief Henry stated no, it does not have to be within the city limits, it was an impact fee adopted from a study done about twenty years ago. Chief Henry stated he did reach out to a consultant in Bakersfield who works with impact fees. Chief Henry recommended in the future investing in a new impact fee study.

Legal Counsel Mr. Price concurred that another study does need to be completed.

MOTION: Adopt the 2022-2023 Preliminary Budget as presented.

Moved by: Mr. Nonini, second by Ms. Souza

Mr. Abrahamian:	Mr. Golden:	Mr. Foglio:	Mr. Nonini:	Ms. Souza:	Vote
Aye	Aye	Aye	Aye	Aye	5/0

PUBLIC COMMENT:

There were no public comments.

9. CLOSED SESSION
A. REMOVED FROM AGENDA

10. BOARD MEMBER COMMENTS/REPORTS –
There were no board member reports or comments.

11. ANNOUNCEMENTS
A) Regular Board Meeting: Thursday, July 28, 2022, at 5:30 p.m.

12. ADJOURNMENT

The meeting was adjourned at 6:27 p.m.
Moved by Mr. Golden; second by Mr. Nonini

Mr. Abrahamian:	Mr. Golden:	Mr. Foglio:	Mr. Nonini:	Ms. Souza:	Vote
Aye	Aye	Aye	Aye	Aye	5/0

Amanda Souza, Board Secretary
North Central Fire Protection District

Date

**NORTH CENTRAL FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS
SPECIAL BOARD MEETING
FRIDAY, JULY 08, 2022
10:00 A.M.
MINUTES**

1. CALL TO ORDER

District Board Chair Mr. Ken Abrahamian called the meeting to order at 10:04 a.m.

Roll Call

Board Members Present: Mr. Michael Golden, Mr. Ken Abrahamian, Ms. Amanda Souza, Mr. Michael Foglio. and Mr. Rusty Nonini.

Also present were Fire Chief Tim Henry, Legal Counsel Ken Price, Deputy Chief Jacob McAfee, Business Manager Shannon Schroth and staff.

2. FLAG SALUTE

Chief Henry led the flag salute.

3. PUBLIC COMMENTS

There were no comments.

4. CLOSED SESSION

A. CONFERENCE WITH LABOR NEGOTIATORS – Government Code section 54957.6 - *Agency designated representatives:* Chief Tim Henry and outside negotiator Che Johnson Liebert Cassidy Whitmore
Employee organization: North Central Professional Firefighters Association

- No action to report from Closed Session.

5. CONSIDERATION OF MEMORANDUM OF UNDERSTANDING BETWEEN NORTH CENTRAL FIRE PROTECTION DISTRICT AND NORTH CENTRAL PROFESSIONAL FIRE FIGHTERS LOCAL 5260

A) Action item – Consider and adopt the Memorandum of Understanding between North Central Fire Protection District and North Central Professional Fire Fighters Local 5260

Outside negotiator Che Johnson noted that the term of the agreement is set to expire December 31, 2024, and that staff highly recommends that the board adopt this comprehensive agreement which will be in effect for that duration of time and cover all terms and conditions of employment.

Motion: To adopt the 2022-2024 Memorandum of Understanding between North Central Fire Protection District and North Central Professional Fire Fighters Local 5260 as presented.

Moved by: Mr. Nonini, second by Ms. Souza

Mr. Abrahamian: - Mr. Golden: Mr. Foglio: Mr. Nonini: Ms. Souza: Vote:
Aye Aye Aye Aye Aye 5/0

6. BOARD MEMBER COMMENTS/REPORTS

Cheryl Carlson introduced North Central Fire Protection District New Business Manager, Shannon Schroth.

5. ANNOUNCEMENTS

A) Regular Board Meeting: Thursday, July 28, 2022, at 5:30 p.m.

6. ADJOURNMENT

Motion: To adjourn the meeting at 10:25 a.m.

Moved by: Mr. Nonini, second by Mr. Golden

Mr. Abrahamian: - Mr. Golden: Mr. Foglio: Mr. Nonini: Ms. Souza: Vote:
Aye Aye Aye Aye Aye 5/0

Amanda Souza, Board Secretary
North Central Fire Protection District

Date



NORTH CENTRAL FIRE PROTECTION DISTRICT

Board of Directors: Ken Abrahamian • Michael Foglio

Michael Golden • Rusty Nonini • Amanda Souza

Fire Chief: Timothy V. Henry, CFO, EFO

Fire Headquarters
15850 W. Kearney Boulevard
Kerman, California 93630-9335
(559) 878-4550 • FAX (559) 846-3788
www.northcentralfire.org

MEMORANDUM

TO: North Central Board of Directors

FROM: Timothy Henry, Fire Chief

DATE: July 28, 2022

SUBJECT: Weed Abatement Public Hearing and Notices

This is the last of three scheduled public hearings for weed abatement. Since the last public hearing on June 23rd, seven additional notices were issued to property owners in violation of the District abatement policy. The properties will be re-inspected after tonight's hearing and will be assigned to a contractor for abatement if necessary.

Following is the list of the properties receiving the "Notice to Destroy Weeds" for the Board's review:

10-DAY NOTICE MAILED	BOARD HEARING DATE	APN	OWNER INFORMATION	LOCATION
7/14/2022	7/28/2022	407-13-426	James R Bergquist	1375 W Stuart Avenue
6/23/2022	7/28/2022	312-190-09	John E Nielsen	1327 El Captain
6/23/2022	7/28/2022	434-041-36	TOWA LLC, AHBH LLC	109 W. Hampton Ave.
6/23/2022	7/28/2022	434-102-17	Carlos A Blanco Jr & Cielo	113 E. Sussex Ave
6/23/2022	7/28/2022	312-31-15S	Jorge & Margarita Meraz, TRS	2405 N. Bryan Ave.
7/18/2022	7/28/2022	312-10-123	Mario Garza Jr & Kimberly Lynn Clugston	1873 N. Cornelia
6/24/2022	7/28/2022	312-023-01	Maria Ruiz & Raquel Ruiz	7893 W Shields Ave

Staff is continuing in its efforts to get properties abated, but is having difficulty getting final insurance provisions met and/or getting contractors whose schedule can accommodate District needs.

Staff is, however, continuing in their efforts, and is requesting the board to set a special meeting on August 8th or 9th, so costs for any properties that are successfully abated can be placed on the tax roll.

As the Auditor Controller/Treasurer-Tax Collector deadline is August 10th for submitting special assessments to be placed on the property tax rolls, a meeting prior to will allow staff to meet this deadline.

Recommended Action: Conduct Public Hearing, review list and set special meeting date of August 8th or 9th.

June 2022

Total Calls
364

Fire/Other
41%

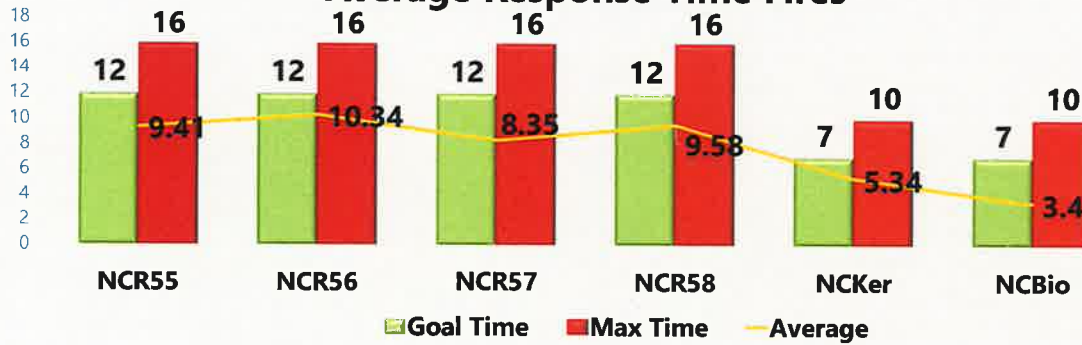
45 Fire Call Types

103 Other Types

EMS/Rescue
59%

216 EMS/Rescue Call Types

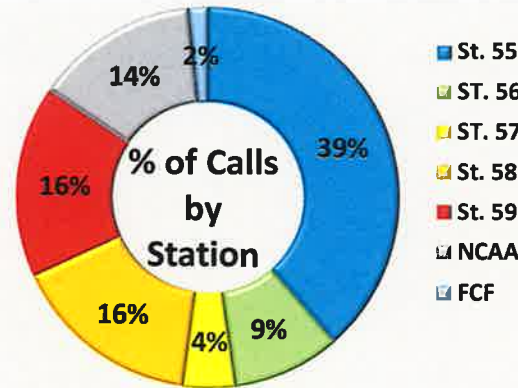
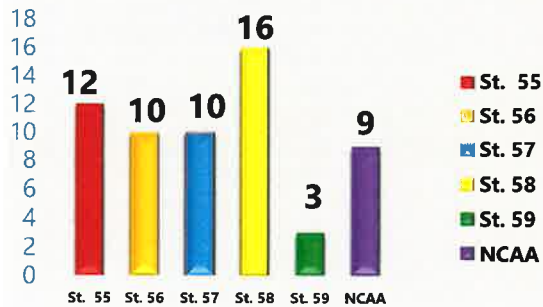
Average Response Time Fires



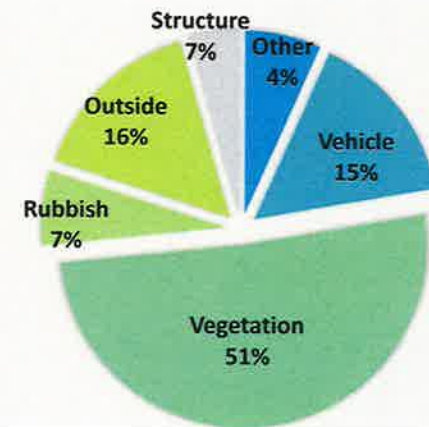
TOTAL FIRE LOSS

\$300,200.00

Overlapping call % by Station (Q2)



FIRES BY TYPE





NORTH CENTRAL FIRE PROTECTION DISTRICT

Board of Directors: Ken Abrahamian • Michael Foglio

Michael Golden • Rusty Nonini • Amanda Souza

Fire Chief: Timothy V. Henry, CFO, EFO

Fire Headquarters

15850 W. Kearney Boulevard

Kerman, California 93630-9335

(559) 878-4550 • FAX (559) 846-3788

www.northcentralfire.org

MEMORANDUM

TO: North Central Board of Directors

FROM: Tim Henry, Fire Chief

DATE: July 28, 2022

SUBJECT: Resolution No. 22-08 – Amending Salary & Benefit Resolution No. 22-04 to Make Changes to Established Salaries and Benefits for Current and Future Employees

Resolution No. 22-08 has been updated to reflect the increased salary rates for sworn safety positions included in the North Central Professional Fire Fighters Local 5260 Memorandum of Understanding approved by the Board on July 8, 2022.

Resolution No. 22-08 will amend Resolution No. 22-04 adopted March 24, 2022. The amendments are included in “Exhibit A1” and reflect a two percent increase effective the first pay period after adoption, a three percent salary increase effective the first pay period after January 1, 2023 and another three percent effective the first pay period after January 1, 2024 for members of Local 5260.

Staff has also made some minor typographical error corrections as noted on pages 3 and 4 and updated Section 8 Retirement rates to reflect the District contribution rates. The employee rates were erroneously included in last resolution update.

In addition, staff is requesting to retitle the Business Manager position to General Manager to provide a more comprehensive description of the duties and responsibilities of the position as they encompass various organizational functions, and to be more in line with special districts statewide.

Recommended Action: Consider and adopt Salary and Benefit Resolution No. 22-08 to make changes to established salaries and benefits for current and future employees.

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 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 28th day of July 2022 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Ken Abrahamian, Board Chairperson

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

Amanda Souza, Board Secretary