



NORTH CENTRAL FIRE PROTECTION DISTRICT MEETING AGENDA

July 23, 2026

4:30 p.m.

15850 W. Kearney Blvd., Kerman, CA 93630

1. OPENING CEREMONIES

- A. Call to Order
- B. Roll Call
- C. Invocation
- D. Flag Salute

2. AGENDA APPROVAL

3. PUBLIC COMMENTS/PRESENTATIONS

This portion of the meeting is reserved for members of the public to address the Board on items of interest not on the agenda and within the Board's subject-matter jurisdiction. Speakers are limited to five minutes. It is requested that no comments be made on agenda items during this period. Members of the public wishing to address the Board on items on the agenda should notify the Chair when that Agenda item is called, and the Chair will recognize your discussion at that time. It should be noted the Board is prohibited by law from taking any action on matters discussed that are not on the agenda.

4. CONSENT ITEMS

Matters listed under the Consent Calendar are routine and will be enacted by one motion and vote. There will be no separate discussion of these items. If discussion is desired, a member of the audience or a Board Member may request an item be removed from the Consent Items, which will be considered separately.

- A. [Minutes](#) – June 25, 2026
- B. [Disbursement List](#) – June 2026
- C. Monthly Financial Reports
 - 1. [Fresno County](#): Cash Balances – All Funds
 - 2. [Budget Variance Report](#): YTD Expenses Compared to Budget
 - 3. [Revenue and Reimbursement Report](#)

D. [2026 Biennial Notice for Conflict of Interest Code](#)

Recommendation: Adopt Resolution No 26-03 Amending its Conflict of Interest Code.

E. [Resolution No. 26-04](#) to Add Weed Abatement Charges to the 2026-2027 Fiscal Year Tax Roll

Recommendation: Adopt Resolution No. 26-04 to add weed abatement charges to the 2026-2027 Fresno County Tax Roll.

5. PUBLIC HEARINGS

A. [Weed Abatement Public Hearing and Notices](#)

Recommendation: Board conduct weed abatement public hearing.

6. ACTION ITEMS

A. [Resolution No. 26-05](#) Amendment to Resolution No. 25-11 Related to the Salary Scale

Recommendation: Board adopt Resolution No. 26-05 Related to the Salary Scale

7. FIRE CHIEF REPORT

A. [Fire Incident](#)/Fire Prevention Report

B. Operational Update

8. BOARD MEMBER COMMENTS/REPORTS/ANNOUNCEMENTS

9. CLOSED SESSION

None

10. ADJOURNMENT

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

Public Inquiries. 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 before the scheduled Board meeting, to do so. If the matter is within the Board's jurisdiction and the Board has neither acted on it nor considered it at a recent meeting, the District may place it on the agenda. Agenda items will be available for review 72 hours prior to the meeting at 15850 W. Kearney Blvd., Kerman, CA 93630 or www.northcentralfire.org.

AGENDA POSTING CERTIFICATION

I, Amanda Souza, Secretary for North Central Fire Protection District, do hereby declare under penalty of perjury that I caused the above agenda to be posted at North Central Fire Station at 15850 W. Kearney Blvd., Kerman, CA 93630 and on the website at [www.https://www.northcentralfire.org](https://www.northcentralfire.org).

Date: July 20, 2026

/s/ Amanda Souza, Secretary



**NORTH CENTRAL FIRE PROTECTION DISTRICT
MEETING MINUTES**

June 25, 2026

4:30 p.m.

15850 W. Kearney Blvd., Kerman, CA 93630

1. OPENING CEREMONIES

- A. Call to Order – **4:39 p.m.**
- B. Roll Call – **All present except Director Foglio**
- C. Invocation – **Marci Reyes**
- D. Flag Salute – **Chief Carey**

2. AGENDA APPROVAL

Motion made by Director Nonini, seconded by Director Golden; Voting Aye: Director Golden, Director Nonini, Director Foglio, Director Souza, Chair Abrahamian.

3. PUBLIC COMMENTS - None

4. PRESENTATIONS

- A. Certificate of Recognition – Fire Chief's Commendation

5. CONSENT ITEMS

Motion made by Director Golden, seconded by Director Nonini; Voting Aye: Director Golden, Director Nonini, Director Souza, Chair Abrahamian.

Minutes – May 28, 2026

- A. Disbursement List May 2026
- B. Monthly Financial Reports
 - 1. Fresno County: Cash Balances – All Funds
 - 2. Budget Variance Report: YTD Expenses Compared to Budget
 - 3. Revenue and Reimbursement Report

6. PUBLIC HEARINGS

**Opened PH at 4:54 p.m., heard report, no public comments or questions;
Closed PH at 4:58 p.m.**

A. Weed Abatement Public Hearing and Notices

Recommendation: Board conduct weed abatement public hearing.

7. ACTION ITEMS

A. 2026-2027 Fiscal Year Proposed Budget

Recommendation: Board review and receive 2026-2027 Fiscal Year Proposed Budget as presented.

Motion made by Director Souza, seconded by Director Nonini; Voting Aye: Director Golden, Director Nonini, Director Souza, Chair Abrahamian.

5:11 p.m. Director Foglio arrived.

B. Pension Plan Actuarial Study

Recommendation: Review and approve the results of the March 17, 2026, actuarial study by Foster & Foster Actuaries and Consultants, and give direction to the Plan Administrator to maintain a discount rate of 5.50% with the Actuarially Determined Contribution of 27.85% for Safety and 24.92% for Miscellaneous members.

Motion made by Director Nonini, seconded by Director Foglio; Voting Aye: Director Nonini, Director Foglio, Director Golden, Director Souza, Chair Abrahamian.

8. FIRE CHIEF REPORT

- A. Fire Incident/Fire Prevention Report
- B. Operational Update

9. BOARD MEMBER COMMENTS/REPORTS/ANNOUNCEMENTS

10. CLOSED SESSION - None

11. ADJOURNMENT

Motion to adjourn by Director Nonini, seconded by Director Golden; Voting Aye: Director Nonini, Director Golden, Director Foglio, Director Souza, Chair Abrahamian.

Adjourned 5:52 p.m.

MINUTES CERTIFICATION

I, Amanda Souza, Secretary for North Central Fire Protection District, do hereby declare under penalty of perjury that the above Minutes are a true depiction of all actions taken at the Board meeting held on the first date above written at North Central Fire Protection District, 15850 W. Kearney Boulevard, Kerman, CA 93630.

Date: _____

Amanda Souza, Secretary

**North Central Fire Protection District
Disbursement List
June 2026**

Date	Num	Name	Memo	Amount
06/01/2026		NCPFA, LOCAL 5260	Union Dues	3,162.50
06/02/2026	13446	Employee	Final Pay	404.66
06/02/2026	13447	Timothy V Henry	Final Pay	5,141.37
06/02/2026	13448	Robert Gallegos	Final Pay	2,551.13
06/02/2026	13449	Timothy V Henry	Final Pay	5,215.77
06/02/2026	E-pay	EDD	698-1613-0 QB	1,105.18
06/02/2026	E-pay	United States Treasury	Taxes QB Tracking # 285488218	3,448.74
06/03/2026	13450	Employee	Final Pay	2,474.81
06/03/2026	E-pay	United States Treasury	Taxes QB Tracking # 314298218	57.40
06/03/2026	E-pay	EDD	698-1613-0 QB	170.21
06/03/2026	E-pay	United States Treasury	Taxes QB Tracking # 26820118	399.30
06/04/2026	13451	Employee	Uniform Reimbursement	428.30
06/04/2026	13452	Baker Manock & Jensen	Legal Service	8,001.00
06/04/2026	13453	Barrios Site Services, Inc.	Portable Restroom Service	100.00
06/04/2026	13454	Beary Good Heating and Cooling LLC	HVAC	280.00
06/04/2026	13455	Employee	Uniform Reimbursement	481.08
06/04/2026	13456	Employee	Uniform Reimbursement	550.00
06/04/2026	13457	Employee	Uniform Reimbursement	550.00
06/04/2026	13458	Employee	Uniform Reimbursement	393.60
06/04/2026	13459	Faustino Lopez	Lawn & Garden Service	650.00
06/04/2026	13460	Fire Apparatus Solutions	Apparatus Repairs	37,414.84
06/04/2026	13461	Guardian	Dental & Vision Insurance June	3,602.08
06/04/2026	13462	Employee	Uniform Reimbursement	482.56
06/04/2026	13463	Ken Abrahamian	Board Health Ins. Reimb. June	980.13
06/04/2026	13464	Employee	Uniform Reimbursement	442.85
06/04/2026	13465	M. Green And Company LLP	Professional Services	1,000.00
06/04/2026	13466	Board Member	Board Health Ins. Reimb June	1,030.17
06/04/2026	13467	Board Member	Board Health Ins. Reimb June	239.69
06/04/2026	13468	Occupational Health Centers	Health/Wellness	133.00
06/04/2026	13469	Quinn Co.	Generators	5,063.72
06/04/2026	13470	Real-Time, Inc.	Computer Support/Maintenance	2,148.00
06/04/2026	13471	Republic	Utilities - Trash Disposal	134.71
06/04/2026	13472	Robert V. Jensen	Fuel	3,326.90
06/04/2026	13473	Board Member	Board Health Ins. Reimb. June	980.13
06/04/2026	13474	Employee	Uniform Reimbursement	550.00
06/04/2026	13475	Sebastian	Phone & Long Distance Service	54.18
06/04/2026	13476	Sierra Data Management & Storage Inc.	Storage of Scanned Documents	106.79
06/04/2026	13477	Simple Therapy, Inc	Health Insurance June	112.48
06/04/2026	13478	Slumberger	Station Supplies & Maintenance	6.85
06/04/2026	13479	U.S. Bank Voyager Fleet Systems	Voyager Card Fuel Purchases	5,876.98
06/04/2026	13480	Valley Farm Supply, Inc.	Station Supplies, Station Maintenance	203.18
06/04/2026	13481	Verizon	Toughbooks Data Plan	646.17
06/04/2026	13482	Vestis	Linen Service	157.87
06/04/2026	13483	Employee	Uniform Reimbursement	550.00
06/04/2026		QuickBooks Payroll Service	Payroll Service on 06/03/2026	346.30
06/11/2026	E-pay	EDD	698-1613-0 QB	19,233.03
06/11/2026	E-pay	United States Treasury	Taxes QB Tracking # 488205118	42,048.80
06/12/2026	13484	Aaron Ray	Uniform Reimbursement	418.58
06/12/2026	13485	Amazon Capital Services	AVDIPA2DKF1WA	1,092.27
06/12/2026	13486	AT&T Mobility	Phone & Long Distance Service	2,987.66
06/12/2026	13487	Baker Manock & Jensen	Legal Service	591.00
06/12/2026	13488	Bauer Compressors, Inc.	SCBA Repair	1,340.40
06/12/2026	13489	Beary Good Heating and Cooling LLC	HVAC	700.00
06/12/2026	13490	Employee	Employee Uniform Reimbursement	550.00
06/12/2026	13491	City of Fresno - Utilities	Utilities: Water	94.84
06/12/2026	13492	Cook's, Inc.	Radio Maintenance	11,908.09
06/12/2026	13493	County of Fresno - POB	POB Payment	25,021.22
06/12/2026	13494	DT Roofing	Station Maintenance	8,250.00
06/12/2026	13495	Fire System Solutions Inc.	Apparatus Equipment	342.00
06/12/2026	13496	Igoe Administrative Services	Cobra Billing Service June	75.00

Date	Num	Name	Memo	Amount
06/12/2026	13497	John Nipp	Station 54 Rent	3,600.00
06/12/2026	13498	Kimberly Jolley	PPE Inspection & Repair	1,208.21
06/12/2026	13499	L.N. Curtis, Inc.	C33875	48.45
06/12/2026	13500	Loperena Antenna Sites	Owens Mountain Antenna Site Lease	1,853.00
06/12/2026	13501	Employee	Uniform Reimbursement	480.88
06/12/2026	13502	Metro Uniform	Employee Uniforms	456.61
06/12/2026	13503	Mid Valley Disposal 3	Utilities	574.37
06/12/2026	13504	ODP Business Solutions	Office Supplies	212.49
06/12/2026	13505	Overhead Door, Inc.	Repair - Station Rollup Door	241.00
06/12/2026	13506	Real-Time, Inc.	Computer Support/Maintenance	576.00
06/12/2026	13507	Robert V. Jensen	Fuel	3,162.50
06/12/2026	13508	Sierra HR Partners, Inc.	HR Consultant	175.00
06/12/2026	13509	Sierra Lock	Station Locks and Security	7.58
06/12/2026	13510	Streamline Software, Inc.	Web Maintenance	738.50
06/12/2026	13511	U.S. Bank Cal-Card	Credit Card Payment	22,591.67
06/12/2026		QuickBooks Payroll Service	Payroll Service on 06/11/2026	226,866.31
06/12/2026		QuickBooks Payroll Service	Payroll Service on 06/11/2026	8,245.97
06/15/2026		QuickBooks Payroll Service	Created by Direct Deposit Service on 1	1.75
06/16/2026		NCPFA, LOCAL 5260	Union Dues	3,162.50
06/17/2026		QuickBooks Payroll Service	Created by Payroll Service on 06/16/2	2,530.20
06/18/2026	13512	Amazon Capital Services	AVDJPA2DKF1WA	159.71
06/18/2026	13513	Beary Good Heating and Cooling LLC	HVAC	415.00
06/18/2026	13514	Cheryl Carlson	Financial Consulting	2,975.00
06/18/2026	13515	City of Kerman	Utilities: Water	757.54
06/18/2026	13516	Comcast Business	Internet & Phone Services	1,699.39
06/18/2026	13517	Fire Apparatus Solutions	Apparatus Repairs	9,859.58
06/18/2026	13518	Iron Cross Tractor Services LLC	Weed Abatement - Cleanup	1,050.00
06/18/2026	13519	Employee	Uniform Reimbursement	540.51
06/18/2026	13520	John Hancock USA	Plan Contribution - 457	3,284.51
06/18/2026	13521	Johns Demolition and Cleaning Services		7,175.00
06/18/2026	13522	Kaiser Foundation Health Plan, INC	2026 Insurance Consolidated Billing IE	20,724.68
06/18/2026	13523	L.N. Curtis, Inc.	C33875	8,732.28
06/18/2026	13524	Mid Valley	Utilities: Trash Disposal	112.42
06/18/2026	13525	Mid Valley (2)	Dumpster Rental	196.52
06/18/2026	13526	Mineral King Publishing, Inc.	Professional Seives	86.25
06/18/2026	13527	NOKIA OF AMERICA CORPORATION	Radio Equipment Maintenance Agreeer	15,828.53
06/18/2026	13528	ODP Business Solutions	Office Supplies	101.37
06/18/2026	13529	Orkin, LLC	Pest Control Services	203.00
06/18/2026	13530	PG&E	Utilities	1,607.79
06/18/2026	13531	Robert V. Jensen	Fuel	1,662.81
06/18/2026	13532	Selman & Company LLC	Group Life Insurance May	169.25
06/18/2026	13533	Slumberger	Station Supplies & Maintenance	42.33
06/18/2026	13534	Employee	Uniform Reimbursement	550.00
06/18/2026	13535	U.S. Bank PARS	Pension Plan Contributions	64,401.33
06/18/2026	13536	Ubeo West, LLC	Maintenance	477.12
06/18/2026	13537	Valvoline INC		996.18
06/18/2026	13538	Vincent Communications, Inc.	Radio Communications	1,414.26
06/18/2026	13539	Wally's Tire & Wheel	Apparatus Maint. & Repair	28.00
06/22/2026	13594	Kerman Inn Hotel	Refund for over payment on Invoice 2	100.00
06/26/2026	13540	Employee	Uniform Reimbursement	4,425.25
06/26/2026	E-pay	EDD	698-1613-0 QB Tracking # 109526611	18,459.01
06/26/2026	E-pay	United States Treasury	Taxes QB Tracking # 1095326118 QB	40,685.71
06/26/2026	E-pay	EDD	698-1613-0 QB Tracking # 110447911	59.16
06/26/2026	E-pay	United States Treasury	Taxes QB Tracking # 1104502118 QB	131.98
06/29/2026		QuickBooks Payroll Service	Created by Payroll Service on 06/26/2	239,907.83
06/30/2026	13541	AAA Plumbing	Station Maintenance	275.00
06/30/2026	13542	AllStar Fire Equipment, Inc.	Apparatus Equipment	65,575.01
06/30/2026	13543	AT&T	Phone & Long Distance Service	68.06
06/30/2026	13544	Bauer Compressors, Inc.	SCBA Repair	34,486.34
06/30/2026	13545	Biola CSD	Utilities: Water	432.99
06/30/2026	13546	BK Technologies Inc.	Radio Expenditures	158,080.65
06/30/2026	13547	Blue Shield of California	W01349881000	31,487.28
06/30/2026	13548	California Surveying & Drafting Supply	Tech Hardware	348.72
06/30/2026	13549	Cascade Fire Equipment	Hoses & Fittings	1,171.75
06/30/2026	13550	Center State Fence Inc.	Fence Trash Encloser	4,743.55
06/30/2026	13551	Comcast	Internet & Phone Services	410.29
06/30/2026	13552	CSG Consultants, Inc	Plan Consultants	2,260.50

Date	Num	Name	Memo	Amount
06/30/2026	13553	Diamondback Fire & Rescue Inc.	Equipment Maintenance	6,610.91
06/30/2026	13554	Fire Apparatus Solutions	Apparatus Repairs	7,788.47
06/30/2026	13555	Fire Specialties	Fire Investigations	333.20
06/30/2026	13556	Fresno City College	Training	69.00
06/30/2026	13557	Fresno County Fire Protection Dist.	Training Facility Rental	71.82
06/30/2026	13558	Hartford	019886580001	2,920.83
06/30/2026	13559	Iron Cross Tractor Services LLC	Weed Abatement - Cleanup	300.00
06/30/2026	13560	Employee	Uniform Reimbursement	421.80
06/30/2026	13561	Johns Demolition and Cleaning Services	Weed Abatement - Cleanup	7,549.00
06/30/2026	13562	Employee	Uniform Reimbursement	466.42
06/30/2026	13563	Employee	Uniform Reimbursement	550.00
06/30/2026	13564	L.N. Curtis, Inc.	C33875	46,171.93
06/30/2026	13565	Employee	Uniform Reimbursement	550.00
06/30/2026	13566	Mac's Equipment	Part for Apparatus	114.29
06/30/2026	13567	Mayson Ace Hardware	Station Maintenance	84.62
06/30/2026	13568	Metro Uniform	Employee Uniforms	1,880.38
06/30/2026	13569	Nimbus Bright Online	Social Media Agreement	550.00
06/30/2026	13570	Nwestco LLC	APCD Compliance Testing	731.76
06/30/2026	13571	ODP Business Solutions	Office Supplies	76.24
06/30/2026	13572	Orkin, LLC	Pest Control Services	155.00
06/30/2026	13573	PG&E	Utilities	24,524.31
06/30/2026	13574	Primo Brands	Station Water	645.84
06/30/2026	13575	Republic	Utilities - Trash Disposal	162.25
06/30/2026	13576	Employee	Uniform Reimbursement	332.74
06/30/2026	13577	Robert V. Jensen	Fuel	5,256.42
06/30/2026	13578	Sierra Lock	Station Locks and Security	716.65
06/30/2026	13579	Slumberger	Station Supplies & Maintenance	10.52
06/30/2026	13580	Standard Insurance Company	Life & LTD Insurance	1,972.00
06/30/2026	13581	T & M Equipment LLC	Training	9,630.00
06/30/2026	13582	United Health Care Ins.	Prior Board Member Insurance	690.00
06/30/2026	13583	Valley Farm Supply, Inc.	Station Supplies, Station Maintenance	18.99
06/30/2026	13584	Verizon	Toughbooks Data Plan	646.17
06/30/2026	13585	Verizon Wireless	Cell Phone - Operations	17.95
06/30/2026	13586	Vestis	Linen Service	2,173.66
06/30/2026	13587	Vincent Communications, Inc.	Radio Communications	1,581.05
06/30/2026	13588	Wally's Tire & Wheel	Apparatus Maint. & Repair	283.84
06/30/2026	13589	Willdan Financial Services	Development Impact Fee Nexus Study	2,730.00
06/30/2026	13591	Fast N Esy Investments, LLC	Reimb. - Payment received through C	2,806.82
06/30/2026	13592	John Hancock USA	Plan Contribution - 457	9,619.86
06/30/2026	13593	U.S. Bank PARS	Pension Plan Contributions	62,654.51
TOTAL				1,444,769.20

**NORTH CENTRAL FIRE PROTECTION DISTRICT
FUND CASH BALANCES**

FUND CASH BALANCES	GENERAL	CAPITAL EQUIPMENT	BUILDING	EMS	SICK LEAVE	RESERVE FUND	RISK CONTINGENCY	TOTAL OF ALL FUNDS
FUND CLASS #	10000	20000	41400	41410	41420	41430	41440	
Beg Balance 6/01/2026	\$ 5,338,474.09	\$ 3,214,463.61	\$483,271.37	\$ 2,089,866.27	\$ 38,631.51	\$ 383,139.91	\$ 134,173.56	\$11,682,020.32
Ending Balance 6/30/2026	\$ 3,939,598.77	\$ 3,214,463.61	\$483,271.37	\$ 2,089,866.27	\$ 38,631.51	\$ 383,139.91	\$ 134,173.56	\$10,283,145.00

**NORTH CENTRAL FIRE PROTECTION DISTRICT
SERVICES, SUPPLIES AND MAINTENANCE
BUDGET - TO - ACTUAL
JULY 2025 - JUNE 2026**

Item 4. C2

Services, Supplies and Maintenance	Fiscal Year 2025 - 2026 Budget	Activity thru May	June	YTD Total	% of Budget Used	Budget Remaining	% of Budget Remaining
Pension Obligation Bonds	\$ 338,400	\$ 338,378.52	\$ 25,021.22	\$ 363,399.74	107.4%	\$-24,999.74	-7.4%
Property, Auto & Liability Insurance	232,200	237,147.84	0.00	237,147.84	102.1%	-4,947.84	-2.1%
Personal Protective Equipment	233,500	84,357.12	64,942.20	149,299.32	63.9%	84,200.68	36.1%
Health, Fitness and Safety	18,800	8,341.94	429.95	8,771.89	46.7%	10,028.11	53.3%
Fire Prevention	100,000	96,038.54	3,349.70	99,388.24	99.4%	611.76	0.6%
Communications	169,300	166,078.92	57,208.24	223,287.16	131.9%	-53,987.16	-31.9%
Food	6,000	5,288.62	793.47	6,082.09	101.4%	-82.09	-1.4%
Apparatus Maintenance	450,000	390,535.90	19,122.68	409,658.58	91.0%	40,341.42	9.0%
Apparatus Tools, Equipment & Hose	74,300	36,574.93	47,036.41	83,611.34	112.5%	-9,311.34	-12.5%
Equipment Maintenance	22,000	13,971.37	396.71	14,368.08	65.3%	7,631.92	34.7%
SCBA Masks & Maintenance	59,100	16,537.50	45,216.26	61,753.76	104.5%	-2,653.76	-4.5%
Computers & Office Equipment	162,900	136,284.23	4,039.30	140,323.53	86.1%	22,576.47	13.9%
Facility Maintenance	208,000	162,680.28	20,626.98	183,307.26	88.1%	24,692.74	11.9%
Station Supplies	58,900	46,246.42	4,481.44	50,727.86	86.1%	8,172.14	13.9%
Fuel	137,000	134,442.21	12,556.63	146,998.84	107.3%	-9,998.84	-7.3%
Utilities	132,000	97,601.80	48,205.81	145,807.61	110.5%	-13,807.61	-10.5%
Training	117,800	45,658.78	11,073.81	56,732.59	48.2%	61,067.41	51.8%
Travel Expenses	23,000	24,746.63	447.00	25,193.63	109.5%	-2,193.63	-9.5%
Membership Dues & Subscriptions	18,900	18,851.92	86.25	18,938.17	100.2%	-38.17	-0.2%
Professional Services	327,200	330,237.71	16,599.69	346,837.40	106.0%	-19,637.40	-6.0%
Dispatch Service Contract	198,000	204,958.26	0.00	204,958.26	103.5%	-6,958.26	-3.5%
Office Supplies and Postage	25,000	22,647.81	566.72	23,214.53	92.9%	1,785.47	7.1%
Station 54 Lease	46,600	46,615.38	3,600.00	50,215.38	107.8%	-3,615.38	-7.8%
FCERA Payment Financing	208,800	208,781.00	0.00	208,781.00	100.0%	19.00	0.0%
Apparatus Financing Payment	49,200	49,160.54	0.00	49,160.54	99.9%	39.46	0.1%
Totals	\$ 3,416,900	\$ 2,922,164.17	\$ 385,800.47	\$ 3,307,964.64	96.8%	\$ 108,935.36	3.2%

12th month of fiscal year - average =100%

**NORTH CENTRAL FIRE PROTECTION DISTRICT
WAGES, BENEFITS, POB AND FUND EXPENDITURES
BUDGET - TO - ACTUAL
JULY 2025 - JUNE 2026**

Wages, Benefits and POB	Fiscal Year 2025 - 2026 Budget	Activity thru May	June	YTD Total	% of Budget Used	Budget Remaining	% of Budget Remaining
Current Board Wages and Benefits	\$ 60,700	\$ 46,949.80	\$ 3,605.12	\$ 50,554.92	83.3%	\$ 10,145.08	16.7%
Prior Board Member Benefits	7,200	6,755.00	690.00	7,445.00	103.4%	-245.00	-3.4%
Surviving Spouse Benefits	13,700	6,773.82	3,371.34	10,145.16	74.1%	3,554.84	25.9%
Employee Wages and Benefits	10,416,600	9,752,892.06	786,144.95	10,539,037.01	101.2%	-122,437.01	-1.2%
Total Wages and Benefits	\$ 10,498,200	\$ 9,813,370.68	\$ 793,811.41	\$ 10,607,182.09	101.0%	-\$108,982.09	-1.0%
Fund Expenditures per Budget							
CDBG Off-Road Water Tender	\$ 350,500	331,704.48	\$ -	\$ 331,704.48	94.6%	\$ 18,795.52	5.4%
Misc Capital Improvement Projects	100,000	0.00	0.00	0.00	0.0%	100,000.00	100.0%
NCFPD Microwave Upgrades	-	284,337.98	0.00	284,337.98	0.0%	-284,337.98	
Apparatus Lease Payments	359,500	280,292.87	0.00	280,292.87	78.0%	79,207.13	22.0%
Preliminary Land Studies	350,000	0.00	0.00	0.00	0.0%	350,000.00	100.0%
Total Fund Expenditures	\$ 1,160,000	\$ 896,335.33	\$ -	\$ 896,335.33	77.3%	\$ 263,664.67	22.7%

**NORTH CENTRAL FIRE PROTECTION DISTRICT
REVENUE AND REIMBURSEMENTS
BUDGET - TO - ACTUAL
JULY 2025 - JUNE 2026**

Item 4. C 3

Revenue	Fiscal Year 2025 - 2026 Budget	Activity thru May	June	YTD Total	% of Budget Received	Budget Remaining	%
Property Taxes	\$ 13,125,300	\$ 12,755,466.23	\$ -	\$ 12,755,466.23	97%	\$ 369,833.77	3%
Interest (County Investment Pool)	196,300	131,259.39	0.00	131,259.39	67%	65,040.61	33%
Fees, Permits, Plan Checks & Cost Recovery	129,400	133,650.72	11,584.18	145,234.90	112%	-15,834.90	-12%
Ambulance Station Lease	20,900	21,690.65	0.00	21,690.65	104%	-790.65	-4%
Tower Rental	33,200	30,488.54	5,579.00	36,067.54	109%	-2,867.54	-9%
FCC ISA/Training Reimbursement	234,100	262,349.30	0.00	262,349.30	112%	-28,249.30	-12%
Reimbursement for Priority One Calls	14,000	18,010.08	0.00	18,010.08	129%	-4,010.08	-29%
Miscellaneous Income	65,200	41,738.17	0.00	41,738.17	64%	23,461.83	-36%
Revenue Totals	\$ 13,818,400	\$ 13,394,653.08	\$ 17,163.18	\$ 13,411,816.26	97.06%	\$ 406,583.74	2.9%
Reimbursable Items							
SHSGP and OES Grant Reimbursements	\$ 45,000	\$ 61,202.96	\$ -	\$ 61,202.96	136%	\$ -16,202.96	-36%
Strike Team Reimbursements	225,000	146,670.66	48,094.17	194,764.83	87%	30,235.17	13%
FEMA AFG Grant Reimbursements	50,900	115,572.43	0.00	115,572.43	227%	-64,672.43	-127%
Reimbursement Totals	\$ 320,900	\$ 323,446.05	\$ 48,094.17	\$ 371,540.22	115.78%	\$ -50,640.22	-16%



NORTH CENTRAL FIRE PROTECTION DISTRICT
Board of Directors: Ken Abrahamian • Michael Golden
Michael Foglio • Rusty Nonini • Amanda Souza
Fire Chief: Kevin Carey

Fire Headquarters
15850 W. Kearney Boulevard
Kerman, California 93630-9335
(559) 275-5531 • FAX (559) 846-3788
www.northcentralfire.org

MEMORANDUM

TO: North Central Board of Directors

FROM: Marci Reyes, General Manager

DATE: July 23, 2026

SUBJECT: Resolution No 26-03 Amending its Conflict of Interest Code

The District's Conflict of Interest Code is reviewed every two years in accordance with the Political Reform Act. The District received a Biennial Notice from the County of Fresno directing the District to review its Conflict of Interest Code. The District's Conflict of Interest Code was last updated in 2022.

Staff submitted the District's Conflict of Interest Code to legal counsel for review. Legal counsel recommended amendments to update the code and ensure compliance with current requirements.

Following adoption by the Board of Directors, the amended Conflict of Interest Code will be submitted to the Fresno County Board of Supervisors, the District's designated code reviewing body, for final approval. The amended code will become effective upon approval by the Board of Supervisors.

Attachment "A" for the Board's review and consideration is the resolution and the proposed amended Conflict of Interest Code.

Recommended Action: Adopt Resolution No 26-03 Amending its Conflict of Interest Code.

Attachment "A"

RESOLUTION 26-03

A RESOLUTION OF THE BOARD OF DIRECTORS OF NORTH CENTRAL FIRE PROTECTION DISTRICT AMENDING ITS CONFLICT OF INTEREST CODE

WHEREAS, Government Code section 87300 requires every public agency to adopt and promulgate a conflict of interest code; and

WHEREAS, the Political Reform Act (Government Code section 81000 et seq.) requires periodic review of conflict of interest codes and amendments when necessary; and

WHEREAS, the Fair Political Practices Commission has adopted Title 2, California Code of Regulations, section 18730, which contains the terms of a standard model conflict of interest code that may be incorporated by reference and amended by the Fair Political Practices Commission to conform to amendments to the Political Reform Act; and

WHEREAS, Government Code section 87306.5 requires every local agency that has adopted a conflict of interest code to review its code biennially and, if amendments are required, submit the amended code to its code reviewing body for approval, or, if no amendments are required, submit the required biennial notice; and

WHEREAS, the District last reviewed its Conflict of Interest Code in compliance with the Political Reform Act at a regular meeting held on August 25, 2022, by and through Resolution No. 22-11; and

WHEREAS, Government Code section 82011 provides that the code reviewing body for local agencies located entirely within a county is the County Board of Supervisors.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the North Central Fire Protection District hereby finds, determines, and orders as follows:

1. All previously adopted resolutions approving separate Conflict of Interest Codes and appendices applicable to designated employees and disclosure categories are hereby repealed.
2. The Conflict of Interest Code for the North Central Fire Protection District is hereby amended and adopted in the form attached hereto as Exhibit "A", which is incorporated herein by this reference.
3. The Conflict of Interest Code is adopted pursuant to and in accordance with the Political Reform Act (Government Code section 81000 et seq.) and Government Code section 87300 et seq.
4. The Secretary of the Board is authorized and directed to forward a certified copy of this Resolution, together with Exhibit "A", to the Clerk of the Fresno County Board of Supervisors, as the District's code reviewing body, for review and approval pursuant to the Political Reform Act.

The foregoing Resolution was duly introduced and adopted by the Board of Directors of the North Central Fire Protection District at a regular meeting held on the 23rd day of July, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

The foregoing ordinance is hereby approved.

Board Chairperson

Ken Abrahamian

ATTEST:

Amanda Souza
Board Secretary

Exhibit “A”

**CONFLICT OF INTEREST CODE FOR
NORTH CENTRAL FIRE PROTECTION DISTRICT**

The Political Reform Act, sections 81000, et seq. of the California Government code, requires state and local government agencies to adopt and promulgate conflict of interest codes. The Fair Political Practices Commission has adopted a regulation, section 18730 of title 2 of the California Code of Regulations, which contains the terms of a standard conflict of interest code and which can be incorporated by reference in any agency’s code. After public notice and hearing, it may be amended by the Fair Political Practices Commission to conform to amendments in the Political Reform Act.

Wherefore, the terms of 2 California Code of Regulations section 18730 and any amendments to it duly adopted by the Fair Political Practices Commission are hereby incorporated by the reference and such regulation together with both the Appendix attached hereto as Appendix “A”, designating officials and employees and establishing disclosure categories, and the Appendix attached hereto as Appendix “A”, describing the categories of disclosure, shall constitute the conflict of interest code of the **North Central Fire Protection District (the “District”)**.

The Form 700s for designated positions, other than the **members of the District’s Board of Directors** along with any alternates (**“Board Members”**), **District Fire Chief (“Fire Chief”)**, and the District General Manager (**“General Manager”**), shall be filed with the District. The Board Members, Fire Chief, and General Manager are to file their original Form 700s directly with the Fair Political Practices Commission (**“FPPC”**) using the FPPC’s electronic filing system.

The District shall retain a copy of all electronically filed Form 700s, a copy of all paper Form 700s with waivers, and the original Form 700s of designated positions not required to file with the County. The District shall make the Form 700s available for public review, inspection, and reproduction. (Gov. Code section 81008.)

The provisions of all Conflict of Interest Codes and amendments thereto previously adopted by the District are hereby superseded.

Adopted: _____

APPENDIX “A”

Public Officials Who Manage Public Investments

It has been determined that the positions listed below manage public investments *and will file a statement of economic interests pursuant to Government Code Section 87200*. These positions are listed for informational purposes only:

- Board Members
- General Manager
- Fire Chief

An individual holding one of the above-listed positions may contact the Fair Political Practices Commission for assistance or written advice regarding their filing obligations if they believe that their position has been categorized incorrectly. The Fair Political Practices Commission makes the final determination whether a position is covered by Government Code Section 87200.

<u>List of Designated Positions</u>	<u>Assigned Disclosure</u>
<u>Categories</u>	
Division Chief	Category 1
Attorney	Category 1
*Consultants	Category 1

*Consultants/New Positions are included in the list of designated positions and shall disclose pursuant to the disclosure requirements in this code subject to the following limitation:

The Fire Chief and/or General Manager may determine in writing that a particular consultant, although a “designated position”, is hired to perform a range of duties that is limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written determination shall include a description of the consultant’s duties and, based upon that description, a statement of the extent of disclosure requirements. The determinations of the Fire Chief and/or General Manager constitute public record and shall be retained for public inspection in the same manner and location as this conflict of interest code. (Gov. Code Sec. 81008.)

APPENDIX “B”, DISCLOSURE CATEGORIES

Individuals holding designated positions must report their interests according to their assigned disclosure category(ies).

Disclosure Category 1

Interests in real property located within the jurisdiction or within two miles of the boundaries of the jurisdiction or within two miles of any land owned or used by the agency; and investments and business positions in business entities, and income, including loans, gifts, and travel payments, from all sources.

Disclosure Category 2

Interests in real property located within the jurisdiction or within two miles of the boundaries of the jurisdiction or within two miles of any land owned or used by the agency.

Disclosure Category 3

Investments and business positions in business entities, and income, including loans, gifts, and travel payments, from sources, that provide services, supplies, materials, machinery, or equipment of the type utilized by the agency.

Disclosure Category 4

Investments and business positions in business entities, and income, including loans, gifts, and travel payments, from sources, that provide services, supplies, materials, machinery, or equipment of the type utilized by the designated position’s division or department.

Disclosure Category 5

Investments and business positions in business entities, and income, including loans, gifts, and travel payments, from sources, that filed a claim against the agency during the previous two years, or have a claim pending.

Disclosure Category 6

Investments and business positions in business entities, and income, including loans, gifts, and travel payments, from sources of the type to request an entitlement to use agency property or facilities, including, but not limited to:

- a license
- utility permit
- station vendor permit.

2026 Local Agency Biennial Notice

Name of Agency: North Central Fire Protection District
Mailing Address: 15850 W. Kearney Blvd., Kerman, CA 93720
Contact Person: Marci Reyes Phone No. (559) 878-4534
Email: Marci.Reyes@NorthCentralFire.org Alternate Email: _____

Accurate disclosure is essential to monitor whether officials have conflicts of interest and to help ensure public trust in government. The biennial review examines current programs to ensure that the agency's code includes disclosure by those agency officials who make or participate in making governmental decisions.

This agency has reviewed its conflict of interest code and has determined that (*check one BOX*):

☒ **An amendment is required. The following amendments are necessary:**

(*Check all that apply.*)

- ☐ Include new positions
- ☐ Revise disclosure categories
- ☒ Revise the titles of existing positions
- ☒ Delete titles of positions that have been abolished and/or positions that no longer make or participate in making governmental decisions
- ☒ Other (*describe*) Revisions pursuant to SB 852

☐ **The code is currently under review by the code reviewing body.**

☐ **No amendment is required.** (If your code is over five years old, amendments may be necessary.)

Verification (to be completed if no amendment is required)

This agency's code accurately designates all positions that make or participate in the making of governmental decisions. The disclosure assigned to those positions accurately requires that all investments, business positions, interests in real property, and sources of income that may foreseeably be affected materially by the decisions made by those holding designated positions are reported. The code includes all other provisions required by Government Code Section 87302.

Signature of Chief Executive Officer

Date

All agencies must complete and return this notice regardless of how recently your code was approved or amended. Please return this notice no later than **October 1, 2026**, or by the date specified by your agency, if earlier, to:

(PLACE RETURN ADDRESS OF CODE REVIEWING BODY HERE)

PLEASE DO NOT RETURN THIS FORM TO THE FPPC.



NORTH CENTRAL FIRE PROTECTION DISTRICT

Board of Directors: Ken Abrahamian • Michael Foglio

Michael Golden • Rusty Nonini • Amanda Souza

Fire Chief: Kevin Carey

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: Marci Reyes, General Manager

DATE: July 23, 2026

SUBJECT: Resolution No. 26-04 to Add Weed Abatement Charges to the 2026-2027 Fiscal Year Tax Roll

The following represents a summary of weed abatement program activity for 2026 to date:

1,215 Inspections assigned and performed.

- 1,028 passed the first or second inspection (85%).
- 187 failed both inspections and received a 10-day notice.
 - 125 properties were assigned to contractors for abatement.
 - 34 have been abated to date by the contractor or owner.
 - 91 were not assigned but could not be abated due to access issues. Information to obtain warrants is being compiled for submission to legal counsel.

In accordance with Health and Safety Code Section 14912, the costs of abating the nuisance on the parcels shall constitute special assessments against the respective parcels and are a lien on the property for the amount of the respective assessments. In addition to recouping the contractor-invoiced charges, staff assessed an additional \$125 weed abatement administration fee per parcel as allowed per the Master Fee Schedule adopted earlier this year.

Exhibit A to the attached Resolution presents the associated charges of \$18,414.00 for abatement services completed as of July 17. It outlines the impacted properties and abatement charges to be added as a special assessment to the 2026-2027 Fresno County Tax Roll.

Recommended Action: Adopt Resolution No. 26-04 to add weed abatement charges to the 2026-2027 Fresno County Tax Roll.

RESOLUTION NO. 26-04

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH CENTRAL FIRE PROTECTION DISTRICT AUTHORIZING THE ASSESSMENT OF PUBLIC NUISANCES THAT CONSTITUTE A FIRE HAZARD AND ASSESSING THE COST OF REMOVAL TO THE 2026-2027 FRESNO COUNTY TAX ROLL

WHEREAS, The North Central Fire Protection District Board of Directors duly called and held a public hearing on March 26, 2026, which established that a public nuisance exists on certain described properties in the fire district, and

WHEREAS, the property owners of the parcels described in attached Exhibit A are declared to be delinquent in their removal of said public nuisances.

WHEREAS, the North Central Fire Protection District undertook the abatement of weeds and rubbish pursuant to part 5 of the Health and Safety Code commencing with Section 14875, and

WHEREAS, pursuant to Health and Safety Code Section 14912, the amount of the costs for abating the nuisance upon the parcels of the land shall constitute special assessments against the respective parcels and are a lien on the property for the amount of the respective assessments. Such a lien attaches upon recordation in the office of the Fresno County Recorder. All laws applicable to the levy, collection, and enforcement of municipal ad valorem taxes shall be applicable to such assessment.

BE IT THEREFORE RESOLVED, that the properties described in attached Exhibit A have been abated of grass, weeds, stubble, brush, litter or other material that constitutes a fire hazard, and,

FURTHERMORE, the North Central Fire Protection District hereby finds and determines that the cost for the abatement and the amount of the costs incurred by the District enforcing the abatement of the above-described properties shall constitute a special assessment against that property to be added to the Fresno County Tax Rolls.

Passed and 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:

NOES:

ABSENT:

ABSTAIN:

[Attestation on a separate page.]

The foregoing resolution is hereby approved.

Board Chairperson

Ken Abrahamian

ATTEST:

Amanda Souza
Board Secretary

Exhibit A

RESOLUTION NO. 26-04

APN	PROPERTY OWNER	ASSESSMENT	ADMIN FEE	TOTAL
434 161 12	Harmon Erik Trustee (2025)	\$ 910.00	\$ 125.00	\$ 1,035.00
511 021 10	ZIL-CJV Rental Company 2 LLC	\$ 2,744.00	\$ 125.00	\$ 2,869.00
449 122 32	Sandoval Jess R & Hope R	\$ 1,951.00	\$ 125.00	\$ 2,076.00
511 021 08	Grantor Fresno Clovis Investments LLC	\$ 1,050.00	\$ 125.00	\$ 1,175.00
025 080 68S	Rosas Luis Ernesto & Genesis Lopez	\$ 850.00	\$ 125.00	\$ 125.00
025 350 24S	Centers for Living Inc	\$ 1,003.00	\$ 125.00	\$ 1,128.00
025 350 27S	Centers for Living Inc	\$ 1,003.00	\$ 125.00	\$ 1,128.00
025 350 27S	Centers for Living Inc (2025)	\$ 500.00	\$ 125.00	\$ 625.00
016 091 46	SODI Makhon S & Amarjit K TRS	\$ 1,003.00	\$ 125.00	\$ 1,128.00
020 261 37S	Ortiz Priscilla Marie	\$ 2,270.00	\$ 125.00	\$ 2,395.00
312 150 32S	Bandoni Gianna V Trustee	\$ 2,270.00	\$ 125.00	\$ 2,395.00
504 040 81S	Mander Kulwinder	\$ 2,270.00	\$ 125.00	\$ 2,395.00
025 080 68S	Rosas Luis Ernesto & Genesis Lopez	<u>\$ 850.00</u>	<u>\$ 125.00</u>	<u>\$ 975.00</u>
TOTAL ASSIGNMENTS		<u>\$ 13,069.00</u>	<u>\$ 1,500.00</u>	<u>\$ 18,414.00</u>



NORTH CENTRAL FIRE PROTECTION DISTRICT

Board of Directors: Ken Abrahamian • Michael Foglio
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Fire Chief: Kevin Carey

Fire Headquarters
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(559) 878-4550 • FAX (559) 846-3788
www.northcentralfire.org

MEMORANDUM

TO: North Central Board of Directors

FROM: Robert Gonzalez, Division Chief

DATE: July 23, 2026

SUBJECT: Weed Abatement Public Hearing and Notices

Beginning May 1, engine companies and District staff began inspecting properties and areas in the District for compliance with District weed abatement standards. From our initial inspections in May, 190 properties failed inspection and received a "Notice to Destroy Weeds" with the public hearing date set for May 28, 2026.

After the June 28, public hearing, Prevention staff re-assessed properties that were deemed out of compliance by the public. There were additional properties found to be out of compliance and was steaked on the property or sent a notice to begin the formal process. As of now no additional work orders have been assigned to a contractor for property abatement. This season, the District has engaged two contractors, Iron Cross Tractor and John's Demolition and Cleanup Services, to help expedite the abatement process.

Since the public hearing on June 25, 8 additional properties have been identified as not meeting District standards.

After the public hearing tonight, the District will begin re-inspecting those properties that received staked notices. Parcels not abated will also be assigned to a contractor, and the expenses will be added to the tax roll.

As the inspection process proceeds and more parcels are identified, owners of those properties will receive a 10-day notice about the public hearing scheduled for the August 27, Board meeting.

Recommended Action: Conduct Public Hearing

**NORTH CENTRAL FIRE PROTECTION DISTRICT****Board of Directors:** Ken Abrahamian • Michael Foglio

Michael Golden • Rusty Nonini • Amanda Souza

Fire Chief: Kevin Carey

Fire Headquarters

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MEMORANDUM

TO: North Central Board of Directors

FROM: Kevin Carey, Fire Chief

DATE: July 23, 2026

SUBJECT: Resolution No. 26-05 Amendment to Resolution No. 25-11 Related to the Salary Scale

On August 28, 2025, the Board approved Resolution No. 25-11 related to the Salary Schedule. The attached Resolution No. 26-05 proposes to amend Resolution No. 25-11 by revising several vacant and filled positions with salary ranges as outlined in Exhibit "A."

Staff identified several vacant and filled positions with salary ranges that were no longer competitive, particularly at the entry level. Following a review of the compensation for these positions, adjustments to the salary scales are recommended to establish more competitive and appropriately structured pay ranges that better align with the responsibilities of each position.

The proposed salary range revisions do not affect the compensation of any current employees and provide the District flexibility to attract and retain qualified candidates.

The salary schedule has also been updated administratively to reflect the current California minimum wage requirement pursuant to the District's existing provision that the California minimum wage shall apply, whichever is higher. This update does not represent a change in policy.

In addition, the resolution has been updated to reflect the health contribution increase, effective June 1, 2024, and the retirement provisions based on the recently adopted actuarial valuation. All other provisions of the resolution remain unchanged.

Recommended Action: Board adopt Resolution No. 26-05 Related to the Salary Scale

Attachment "A"

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 24 hours (3 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

"To integrate with our community by exceeding traditional service expectations"

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:

NOES:

ABSENT:

ABSTAIN:

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.

EFFECTIVE JANUARY 1, 2025									
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
		Annual Base Pay	57,096		60,096				
	Firefighter II	Monthly Base Pay			5,549.25		5,826.67		6,118
		Annual Base Pay	N/A		N/A	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
		Annual Base Pay	57,096		60,096				
	Firefighter II	Monthly Base Pay			5,549		5,827		6,118
		Annual Base Pay	N/A		N/A	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
		Annual Base Pay	57,096		60,096				
	Firefighter II	Monthly Base Pay			5,549.25		5,826.67		6,118
		Annual Base Pay	N/A		N/A	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
		Annual Base Pay	58,809		61,899				
	Firefighter II	Monthly Base Pay			5,715.75		6,001.50		6,301.50
		Annual Base Pay	N/A		N/A	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 JANUARY 1, 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	5,438		8,167				12,250	
		Annual Base Pay	65,256		98,000				147,000	
	Human Resource Manager	Human Resource Manager salary is based on a salary range								
		Monthly Base Pay	5,438		7,722				11,638	
		Annual Base Pay	65,256		92,667				139,650	
	Program Manager	Program Manager salary is based on a salary range								
		Monthly Base Pay	6,250		9,822				14,733	
		Annual Base Pay	75,000		117,867				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	\$16.590 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)

June 2026

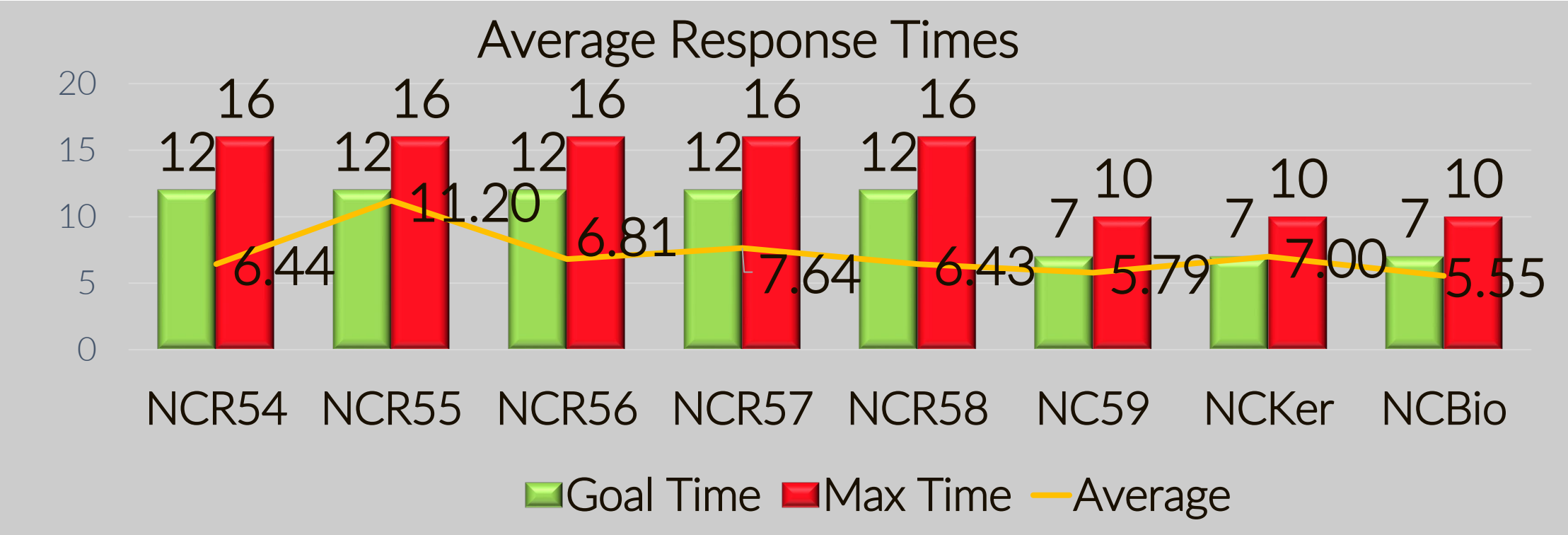
Total Calls
518

Fire/Other
8%

40 Fire Call Types
182 Other Types

EMS/Rescue
61%

296 EMS/Rescue Call Types



TOTAL FIRE SAVINGS
\$0
TOTAL FIRE LOSS
\$0

