

**RESOLUTION No. 23-04**

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH CENTRAL FIRE PROTECTION DISTRICT TO AMEND RESOLUTION NO. 23-04 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. 22-12 adopted at a regular board meeting on October 27, 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 Five Hundred Fifty and No/100 Dollars (\$550.00) per fiscal year.

4. Vacation. All vacation time shall be earned and credited to permanent employees on a monthly basis. Mid-Management is credited 1/3 of their vacation hours on the first day of the Fiscal Year. Employees in the following job classes shall earn annual vacation per the following:

40-hour Shift Employees

- a. Up to and including five years of service – ten (10) working days. Mid-Management 15 days
- b. Six years through ten years of service – fourteen (14) working days. Mid-Management 17.5 days.
- c. Eleven years of service or more – eighteen (18) working days. Mid-Management 20 days.

56-hour Shift Employees

- a. Up to and including five years of service – five (5) shifts (120 hours). Mid-Management 7.5 shifts
- b. Six years through ten years of service – seven (7) shifts (168 hours). Mid-Management 10 shifts
- c. Eleven years of service or more – nine (9) shifts (216 hours). Mid-Management 12 shifts

\*Mid-Management are those positions that are FLSA overtime exempt.

5. Sick Leave. Fifty-six (56) hour employees shall accrue sick leave at the rate of 12 hours a month, and forty (40) hour employees accrue sick leave at the rate of 8 hours a month. Part-time employees will be provided the state minimum required 24 hours (3 days) of sick leave at the beginning of each 12-month period.
6. Health and Welfare Contribution. The District will make available group medical, dental, optical and life insurance to all fulltime employees; however, DISTRICT's contribution shall be 80% of the total cost for these benefits with a maximum DISTRICT contribution of \$1,600 per month effective January 1, 2021.
7. Holiday Pay. 40-hour employees are eligible for a maximum of 88 hours of paid holiday time. When a holiday falls on a Sunday, the following Monday will be observed as the holiday. When a holiday falls on a Saturday, the preceding Friday will be observed as the holiday. Any employee whose regular assignment requires work on a holiday shall receive compensatory pay at straight time equal to the number of hours worked. Likewise, when the holiday falls on the employee's regularly scheduled

day off, they shall receive one day of compensatory pay. No leave hours shall carryover to the next year to be cashed out. The Fire Chief may on occasion assign certain employees to work on a designated holiday. When this occurs, the employee shall receive one hour of paid overtime for each hour worked.

The District provides a maximum total of 88 hours paid holiday time per calendar year to 40-hour employees. This equals to ten (10) regular 8-hour workdays and two (2) ½ days or four (4) work hours each, on Christmas Eve Day, December 24<sup>th</sup>, and Friday afternoon prior to Easter Sunday.

56-hour employees are compensated an additional ½ time when working a District recognized holiday.

The District recognized holidays are:

1. New Year's Day, January 1
2. Martin Luther King Day, Third Monday in January
3. Washington's Birthday, Third Monday in February
4. Memorial Day, Fourth Monday in May
5. Independence Day, July 4
6. Labor Day, First Monday in September
7. Veterans Day, November 11
8. Thanksgiving Day, Fourth Thursday in November
9. Day After Thanksgiving Day
10. Christmas Day, December 25

8. Retirement.

The District adopted a 401(a) Defined Benefit Plan at a special board meeting held on December 12, 2018. Under this Plan, the District will contribute 13.02% for safety employees and 12.72% for non-safety employees of an employee's base salary.

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This Resolution supersedes and replaces all prior District resolutions establishing salaries and benefits to current and future employees as of the date of adoption of this resolution.

Passed and adopted at a regular meeting of the Board of Directors of the North Central Fire Protection District held on this 25th day of May 2023 by the following vote:

**AYES:**

**NOES:**

**ABSENT:**

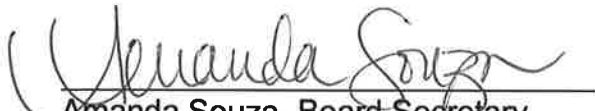
**ABSTAIN:**

**APPROVED:**



Ken Abrahamian, Board Chairperson  
North Central Fire Protection District

**ATTEST:**



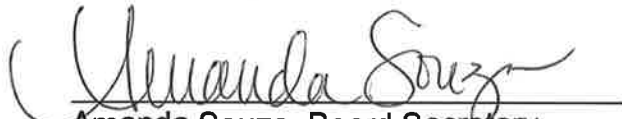
Amanda Souza, Board Secretary  
North Central Fire Protection District

**CERTIFICATE**

STATE OF CALIFORNIA     )  
COUNTY OF FRESNO     ) ss.  
CITY OF KERMAN         )

I, Amanda Souza, Board Secretary of the North Central Fire Protection District, do hereby certify the foregoing Resolution of the Board of Directors of the North Central Fire Protection District was duly passed and adopted at a regular meeting of the Board of Directors on May 25, 2023.

**DATED:** May 25, 2023



Amanda Souza, Board Secretary

**"EXHIBIT A1"**  
**RESOLUTION NO. 23-04**  
**NORTH CENTRAL FIRE PROTECTION DISTRICT**  
**SALARY SCALE**  
**EFFECTIVE MAY 25, 2023**

	<b>Position</b>	<b>Pay Rate</b>	<b>Step I</b>	<b>Step II</b>	<b>Step III</b>	
<b>SWORN - SAFETY</b>	<b>Firefighter I</b>	Monthly Base Pay	4,619	4,862		
		Annual Base Pay	55,428	58,344		
	<b>Firefighter II</b>	Monthly Base Pay	5,131	5,401	5,686	
		Annual Base Pay	61,572	64,812	68,232	
	<b>Engineer</b>	Monthly Base Pay	5,650	5,946	6,259	
		Annual Base Pay	67,800	71,352	75,108	
	<b>Captain</b>	Monthly Base Pay	6,213	6,541	6,885	
		Annual Base Pay	74,556	78,492	82,620	
<b>MANAGEMENT SWORN - SAFETY</b>	<b>Battalion Chief</b>	Monthly Base Pay	9,718	10,231	10,770	
		Annual Base Pay	116,616	122,772	129,240	
	<b>Division Chief</b>	Monthly Base Pay	11,309	11,874	12,468	
		Annual Base Pay	135,708	142,493	149,612	
	<b>Deputy Chief</b>	<b>The District Deputy Fire Chief salary is based on a salary range</b>				
		Monthly Salary Range	11,639	-	13,217	
		Annual Salary Range	139,668	-	158,604	
	<b>Fire Chief</b>	<b>The District Fire Chief salary is based on a salary range</b>				
Monthly Salary Range		11,751	-	15,626		
Annual Salary Range		141,012	-	187,506		
<b>SWORN NON-SAFETY</b>	<b>Inspector</b>	Monthly Base Pay	5,554	5,845	6,153	
		Annual Base Pay	66,648	70,140	73,836	
	<b>Community Risk Reduction Specialist</b>	Monthly Base Pay	4,833	5,043	5,358	
		Annual Base Pay	57,996	60,516	64,296	
<b>NON SWORN - NON SAFETY</b>	<b>General Manager</b>	<b>The District Business Manager salary is based on a salary range</b>				
		Monthly Salary Range	5,438	-	8,708	
		Annual Salary Range	65,256	-	104,496	
	<b>Executive Assistant</b>	Monthly Base Pay	5,102	5,370	5,654	
		Annual Base Pay	61,224	64,440	67,848	
	<b>Personnel Specialist</b>	Monthly Base Pay	4,755	4,993	5,242	
		Annual Base Pay	57,060	59,913	62,909	
	<b>Principal Account Clerk</b>	Monthly Base Pay	4,556	4,796	5,048	
		Annual Base Pay	54,672	57,552	60,576	
	<b>Senior Account Clerk</b>	Monthly Base Pay	4,012	4,223	4,446	
		Annual Base Pay	48,144	50,676	53,352	
	<b>Adminstrative Clerk</b>	Monthly Base Pay	2,758	2,895	3,041	
		Annual Base Pay	33,096	34,740	36,492	
	<b>Information Technology Manager</b>	Monthly Base Pay	4,539	4,778	5,030	
Annual Base Pay		54,468	57,336	60,360		
<b>Property Maintenance Worker I</b>	Monthly Base Pay	4,328	4,545	4,772		
	Annual Base Pay	51,936	54,540	57,264		
<b>Property Maintenance Worker II</b>	Monthly Base Pay	5,011	5,262	5,525		
	Annual Base Pay	60,132	63,144	66,300		
<b>Paid Intern</b>	\$15 an hour or State of California Minimum Wage, whichever is higher.					

**"EXHIBIT A1"**  
**RESOLUTION NO. 23-04**  
**NORTH CENTRAL FIRE PROTECTION DISTRICT**  
**SALARY SCALE**  
**EFFECTIVE JANUARY 01, 2024**

	Position	Pay Rate	Step I	Step II	Step III	
<b>SWORN - SAFETY</b>	<b>Firefighter I</b>	Monthly Base Pay	4,758	5,008		
		Annual Base Pay	57,096	60,096		
	<b>Firefighter II</b>	Monthly Base Pay	5,285	5,563	5,857	
		Annual Base Pay	63,420	66,756	70,284	
	<b>Engineer</b>	Monthly Base Pay	5,820	6,124	6,447	
		Annual Base Pay	69,840	73,488	77,364	
	<b>Captain</b>	Monthly Base Pay	6,399	6,737	7,092	
		Annual Base Pay	76,788	80,844	85,104	
<b>MANAGEMENT SWORN - SAFETY</b>	<b>Battalion Chief</b>	Monthly Base Pay	10,010	10,538	11,093	
		Annual Base Pay	120,120	126,456	133,116	
	<b>Devision Chief</b>	Monthly Base Pay	11,648	12,230	12,842	
		Annual Base Pay	139,779	146,763	154,104	
	<b>Deputy Chief</b>	<b>The District Deputy Fire Chief salary is based on a salary range</b>				
		Monthly Salary Range	11,639	-	13,217	
		Annual Salary Range	139,668	-	158,604	
	<b>Fire Chief</b>	<b>The District Fire Chief salary is based on a salary range</b>				
Monthly Salary Range		11,751	-	15,626		
Annual Salary Range		141,012	-	187,506		
<b>SWORN NON-SAFETY</b>	<b>Inspector</b>	Monthly Base Pay	5,721	6,020	6,338	
		Annual Base Pay	68,652	72,240	76,056	
	<b>Community Risk Reduction Specialist</b>	Monthly Base Pay	4,978	5,194	5,519	
		Annual Base Pay	59,736	62,328	66,228	
<b>NON SWORN -- NON SAFETY</b>	<b>General Manager</b>	<b>The District Business Manager salary is based on a salary range</b>				
		Monthly Salary Range	5,438	-	8,969	
		Annual Salary Range	65,256	-	107,628	
	<b>Executive Assistant</b>	Monthly Base Pay	5,255	5,531	5,824	
		Annual Base Pay	63,060	66,372	69,888	
	<b>Personnel Specialist</b>	Monthly Base Pay	4,898	5,143	5,399	
		Annual Base Pay	58,772	61,713	64,791	
	<b>Principal Account Clerk</b>	Monthly Base Pay	4,693	4,940	5,199	
		Annual Base Pay	56,316	59,280	62,388	
	<b>Senior Account Clerk</b>	Monthly Base Pay	4,132	4,350	4,579	
		Annual Base Pay	49,584	52,200	54,948	
	<b>Adminstrative Clerk</b>	Monthly Base Pay	2,841	2,982	3,132	
		Annual Base Pay	34,092	35,784	37,584	
	<b>Information Technology Manager</b>	Monthly Base Pay	4,675	4,921	5,181	
Annual Base Pay		56,100	59,052	62,172		
<b>Property Maintenance Worker</b>	Monthly Base Pay	4,458	4,681	4,915		
	Annual Base Pay	53,496	56,172	58,980		
<b>Property Maintenance Worker II</b>	Monthly Base Pay	5,161	5,419	5,690		
	Annual Base Pay	61,932	65,028	68,280		
<b>Paid Intern</b>	\$15 an hour or State of California Minimum Wage, whichever is higher.					