

SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT  
SALARY ORDINANCE

ORDINANCE NO. CFPD-2015-1

AN ORDINANCE RELATING TO OFFICES OF THE SANTA CLARA COUNTY CENTRAL FIRE  
PROTECTION DISTRICT FIXING THE COMPENSATION AND SALARY OF DEPUTIES,  
ASSISTANTS, AND EMPLOYEES IN SUCH OFFICES  
AND REPEALING ALL OTHER ORDINANCES IN CONFLICT HEREWITH

The Board of Directors of the Santa Clara County Central Fire Protection District, State of California, does ordain as follows:

**SECTION 1: DEPARTMENTAL POSITION ALLOCATIONS AND COMPENSATION**

The salaries, wages, compensation and expenses provided herein shall be in full for all official services performed unless herein expressly otherwise provided and shall be paid on the basis of the biweekly pay period plan. Compensation shall be payable on or before the seventh (7<sup>th</sup>) calendar day after the conclusion of each biweekly pay period for services rendered during the preceding biweekly pay period. All officers and employees of the District shall charge, collect and pay all fees required by law to be charged, collected and paid into the District General Fund and no officer or employee of the District shall be compensated by fees. The number of District officers and employees shall be specified in this Ordinance under the column entitled "Total, Positions and FTE."

**SECTION 2: JOB CLASSIFICATIONS AND SALARY RANGES**

All employees shall receive as full-time biweekly compensation for the services required of them by law or by virtue of their office, the salaries as set forth in the Salary Schedule.

- (1) Where a vacancy exists in a position authorized by the Salary Ordinance, the Fire Chief, in lieu of filling the vacancy in the class authorized, may fill the position at the lower related class level provided:
  - a. Either there is no current appropriate eligible list for the higher class; or positions in classes in the same series are to be underfilled for specific training purposes; and
  - b. The typical tasks, duties and responsibilities required of the higher class include those required by the related lower class. The Fire Chief may subsequently fill such position at the class level established by the Salary Ordinance provided that such action will not result in the removal of an incumbent with permanent status except as provided by the District's Personnel Rules and Regulations.
- (2) The rate of compensation for extra help, or for persons employed and working on an hourly basis, shall be computed at an hourly rate equivalent to the hourly rate for Step 1 of the salary shown on the Salary Schedule for that classification; except that extra help may be appointed at any step in

\* See Resolution No. CFPD-2014-2 for unrepresented employees.

the appropriate salary range depending on the difficulty of recruitment, unusual qualifications or prevailing rates being paid.

**SECTION 3: SALARY SCHEDULE**

TOTAL POSITIONS: 306

TOTAL FTE's: 306

No. of Positions	Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
3	ADMINISTRATIVE ASSISTANT I	4,679.48	4,913.45	5,159.13	5,417.08	5,687.94
5	ADMINISTRATIVE ASSISTANT II	5,663.15	5,946.30	6,243.62	6,555.80	6,883.59
1	ADMINISTRATIVE SUPPORT OFFICER II *	6,898.75	7,243.69	7,605.88	7,986.17	8,385.48
	or ADMINISTRATIVE SUPPORT OFFICER I *	5,748.96	6,036.41	6,338.23	6,655.14	6,987.90
1	ADMINISTRATIVE SUPPORT OFFICER III *	7,933.59	8,330.27	8,746.78	9,184.12	9,643.33
	or ADMINISTRATIVE SUPPORT OFFICER II *	6,898.75	7,243.69	7,605.88	7,986.17	8,385.48
1	ARSON INVESTIGATOR II	10,508.16	11,033.57	11,585.25	12,164.51	12,772.73
	or ARSON INVESTIGATOR I	9,355.67	9,823.45	10,314.62	10,830.35	11,371.87
1	ASSISTANT FIRE MARSHAL *	11,395.35	11,965.12	12,563.37	13,191.54	13,851.12
1	ASSISTANT FIRE CHIEF *	15,192.75	15,952.39	16,750.01	17,587.51	18,466.89
	or DEPUTY CHIEF: WITH CALL DUTY *	13,730.29	14,416.80	15,137.64	15,894.52	16,689.25
	or DEPUTY CHIEF: WITHOUT CALL DUTY *	13,395.36	14,065.12	14,768.38	15,506.80	16,282.14
1	ASSOCIATE PUBLIC EDUCATION OFFICER - B	7,933.47	8,330.14	8,746.65	9,183.98	9,643.18
	or ASSOCIATE PUBLIC EDUCATION OFFICER - A	6,611.28	6,941.84	7,288.94	7,653.38	8,036.05
11	BATTALION CHIEF *	12,314.43	12,930.15	13,576.66	14,255.49	14,968.27
	or BATTALION CHIEF - PROBATIONARY *	11,395.14	11,964.90	12,563.14	13,191.30	13,850.87
1	BUSINESS SERVICES ASSOCIATE I	4,679.48	4,913.45	5,159.13	5,417.08	5,687.94
2	BUSINESS SERVICES ASSOCIATE II	5,663.15	5,946.30	6,243.62	6,555.80	6,883.59
1	CHIEF FIRE INVESTIGATOR *	11,395.28	11,965.04	12,563.30	13,191.46	13,851.03
1	CONSTRUCTION COORDINATOR	9,341.11	9,808.16	10,298.57	10,813.50	11,354.17
1	DATA BASE ADMINISTRATOR *	7,631.64	8,013.22	8,413.88	8,834.58	9,276.31
4	DEPUTY CHIEF: WITH CALL DUTY *	13,730.29	14,416.80	15,137.64	15,894.52	16,689.25
	or DEPUTY CHIEF: WITHOUT CALL DUTY *	13,395.36	14,065.12	14,768.38	15,506.80	16,282.14
1	DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT *	9,855.87	10,348.67	10,866.10	11,409.40	11,979.87
13	DEPUTY FIRE MARSHAL II	9,123.40	9,579.57	10,058.55	10,561.48	11,089.55
	or FIRE PROTECTION ENGINEER	9,123.40	9,579.57	10,058.55	10,561.48	11,089.55
	or DEPUTY FIRE MARSHAL I	8,081.84	8,485.93	8,910.23	9,355.74	9,823.53

\* See Resolution No. CFPD-2014-2 for unrepresented employees.

	or	ASSOC. FIRE PROTECTION ENGINEER	8,081.84	8,485.93	8,910.23	9,355.74	9,823.53
3		DEPUTY FIRE MARSHAL TRAINEE	5,986.41	6,285.73	n/a	n/a	n/a
1		DIRECTOR OF BUSINESS SERVICES *	13,340.83	14,007.87	14,708.26	15,443.67	16,215.86
1		DIRECTOR OF EMERGENCY MANAGEMENT *	11,395.35	11,965.12	12,563.37	13,191.54	13,851.12
2		EMERGENCY SERVICES COORDINATOR *	8,081.86	8,485.95	8,910.25	9,355.76	9,823.55
66		FIRE CAPTAIN	9,698.18	10,183.09	10,692.24	11,226.85	11,788.20
1		FIRE CHIEF *	16,876.41	17,720.23	18,606.24	19,536.55	20,513.38
3		FIRE MECHANIC	8,491.77	8,916.36	9,362.18	9,830.29	10,321.80
	or	FIRE MECHANIC II	7,432.01	7,803.61	8,193.79	8,603.48	9,033.66
	or	FIRE MECHANIC I	6,193.20	6,502.86	6,828.00	7,169.40	7,527.87
156		FIREFIGHTER/ENGINEER	8,081.77	8,485.86	8,910.15	9,355.66	9,823.44
2		GENERAL MAINT. CRAFTSWORKER	6,178.12	6,487.03	6,811.38	7,151.95	7,509.54
1		GIS ANALYST *	7,631.64	8,013.22	8,413.88	8,834.58	9,276.31
2		HAZARDOUS MATERIALS SPECIALIST	9,123.40	9,579.57	10,058.55	10,561.48	11,089.55
1		INFORMATION SYSTEMS ANALYST II *	6,636.21	6,968.02	7,316.42	7,682.24	8,066.35
	or	INFORMATION SYSTEMS ANALYST I *	5,770.63	6,059.16	6,362.12	6,680.23	7,014.24
1		INFORMATION SYSTEMS ANALYST III *	7,631.64	8,013.22	8,413.88	8,834.58	9,276.31
1		INFORMATION TECHNOLOGY OFFICER	10,223.46	10,734.63	11,271.36	11,834.93	12,426.68
2		MANAGEMENT ANALYST *	7,933.59	8,330.27	8,746.78	9,184.12	9,643.33
	or	MANAGEMENT ANALYST - ASSOCIATE B *	6,898.75	7,243.69	7,605.88	7,986.17	8,385.48
	or	MANAGEMENT ANALYST - ASSOCIATE A *	5,748.96	6,036.41	6,338.23	6,655.14	6,987.90
1		OFFICE ASSISTANT	4,253.95	4,466.64	4,689.98	4,924.48	5,170.70
1		PERSONNEL SERVICES MANAGER *	10,508.19	11,033.60	11,585.28	12,164.55	12,772.78
1		PUBLIC EDUCATION OFFICER *	9,123.54	9,579.72	10,058.70	10,561.64	11,089.72
1		PUBLIC INFORMATION OFFICER *	5,946.29	6,243.60	6,555.78	6,883.57	7,227.75
3		SENIOR DEPUTY FIRE MARSHAL	9,855.73	10,348.52	10,865.95	11,409.24	11,979.71
1		SENIOR EMERGENCY SERVICES COORDINATOR *	9,123.54	9,579.72	10,058.70	10,561.64	11,089.72
1		SENIOR FIRE MECHANIC	8,916.44	9,362.26	9,830.38	10,321.89	10,837.99
1		SENIOR HAZARDOUS MATERIALS SPECIALIST	10,102.04	10,607.14	11,137.50	11,694.37	12,279.09
1		SUPPLY SERVICES ASSISTANT	5,910.84	6,206.38	6,516.70	6,842.54	7,184.66
1		SUPPLY SERVICES SPECIALIST	7,684.04	8,068.24	8,471.65	8,895.24	9,340.00

\* See Resolution No. CFPD-2014-2 for unrepresented employees.

**SECTION 4: POSITION DOUBLE-FILL**

The Fire Chief shall have authority to double-fill up to five (5) positions on a temporary basis, not to exceed two (2) months per position for specific training purposes.

**SECTION 5. SALARY SCHEDULE**

The salary schedule shall be modified to reflect that the salaries for all represented and non-represented management, confidential and civilian administrative employees shall be increased by 3%.

No. of Positions	Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
3	ADMINISTRATIVE ASSISTANT I	4,819.86	5,060.85	5,313.90	5,579.59	5,858.57
5	ADMINISTRATIVE ASSISTANT II	5,833.04	6,124.69	6,430.93	6,752.47	7,090.10
1	ADMINISTRATIVE SUPPORT OFFICER II *	7,105.72	7,461.01	7,834.06	8,225.76	8,637.05
	or ADMINISTRATIVE SUPPORT OFFICER I *	5,921.43	6,217.50	6,528.38	6,854.80	7,197.54
1	ADMINISTRATIVE SUPPORT OFFICER III *	8,171.60	8,580.18	9,009.19	9,459.65	9,932.63
	or ADMINISTRATIVE SUPPORT OFFICER II *	7,105.72	7,461.01	7,834.06	8,225.76	8,637.05
1	ARSON INVESTIGATOR II	10,823.40	11,364.57	11,932.80	12,529.44	13,155.91
	or ARSON INVESTIGATOR I	9,636.34	10,118.16	10,624.06	11,155.27	11,713.03
1	ASSISTANT FIRE MARSHAL *	11,737.21	12,324.07	12,940.27	13,587.29	14,266.65
1	ASSISTANT FIRE CHIEF *	15,648.54	16,430.97	17,252.52	18,115.14	19,020.90
	or DEPUTY CHIEF: WITH CALL DUTY *	14,142.20	14,849.31	15,591.78	16,371.36	17,189.93
	or DEPUTY CHIEF: WITHOUT CALL DUTY *	13,797.22	14,487.08	15,211.44	15,972.01	16,770.61
1	ASSOCIATE PUBLIC EDUCATION OFFICER - B	8,171.47	8,580.04	9,009.05	9,459.50	9,932.47
	or ASSOCIATE PUBLIC EDUCATION OFFICER - A	6,809.62	7,150.10	7,507.61	7,882.99	8,277.14
11	BATTALION CHIEF *	12,683.86	13,318.05	13,983.96	14,683.15	15,417.31
	or BATTALION CHIEF - PROBATIONARY *	11,737.00	12,323.85	12,940.04	13,587.04	14,266.40
1	BUSINESS SERVICES ASSOCIATE I	4,819.86	5,060.85	5,313.90	5,579.59	5,858.57
2	BUSINESS SERVICES ASSOCIATE II	5,833.04	6,124.69	6,430.93	6,752.47	7,090.10
1	CHIEF FIRE INVESTIGATOR *	11,737.14	12,324.00	12,940.20	13,587.21	14,266.57
1	CONSTRUCTION COORDINATOR	9,621.34	10,102.41	10,607.53	11,137.90	11,694.80
1	DATA BASE ADMINISTRATOR *	7,860.59	8,253.62	8,666.30	9,099.62	9,554.60
4	DEPUTY CHIEF: WITH CALL DUTY *	14,142.20	14,849.31	15,591.78	16,371.36	17,189.93
	or DEPUTY CHIEF: WITHOUT CALL DUTY *	13,797.22	14,487.08	15,211.44	15,972.01	16,770.61
1	DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT *	10,151.55	10,859.13	11,192.08	11,751.69	12,339.27
13	DEPUTY FIRE MARSHAL II	9,397.10	9,866.96	10,360.30	10,878.32	11,422.23

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	or	FIRE PROTECTION ENGINEER	9,397.10	9,866.96	10,360.30	10,878.32	11,422.23
	or	DEPUTY FIRE MARSHAL I	8,324.30	8,740.52	9,177.54	9,636.42	10,118.24
	or	ASSOC. FIRE PROTECTION ENGINEER	8,324.30	8,740.52	9,177.54	9,636.42	10,118.24
3		DEPUTY FIRE MARSHAL TRAINEE	6,166.01	6,474.31	n/a	n/a	n/a
1		DIRECTOR OF BUSINESS SERVICES *	13,741.05	14,428.10	15,149.51	15,906.98	16,702.33
1		DIRECTOR OF EMERGENCY MANAGEMENT *	11,737.21	12,324.07	12,940.27	13,587.29	14,266.65
2		EMERGENCY SERVICES COORDINATOR *	8,324.31	8,740.53	9,177.55	9,636.43	10,118.25
66		FIRE CAPTAIN	9,989.12	10,488.58	11,013.00	11,563.66	12,141.84
1		FIRE CHIEF *	17,382.70	18,251.84	19,164.43	20,122.65	21,128.78
3		FIRE MECHANIC	8,746.53	9,183.86	9,643.05	10,125.20	10,631.46
	or	FIRE MECHANIC II	7,654.97	8,037.72	8,439.60	8,861.58	9,304.66
	or	FIRE MECHANIC I	6,379.00	6,697.95	7,032.85	7,384.49	7,753.71
156		FIREFIGHTER/ENGINEER	8,324.22	8,740.43	9,177.45	9,636.33	10,118.14
2		GENERAL MAINT. CRAFTSWORKER	6,363.46	6,681.63	7,015.71	7,366.50	7,734.83
1		GIS ANALYST *	7,860.59	8,253.62	8,666.30	9,099.62	9,554.60
2		HAZARDOUS MATERIALS SPECIALIST	9,397.10	9,866.96	10,360.30	10,878.32	11,422.23
1		INFORMATION SYSTEMS ANALYST II *	6,835.29	7,177.05	7,535.91	7,912.70	8,308.34
	or	INFORMATION SYSTEMS ANALYST I *	5,943.75	6,240.94	6,552.98	6,880.63	7,224.67
1		INFORMATION SYSTEMS ANALYST III *	7,860.59	8,253.62	8,666.30	9,099.62	9,554.60
1		INFORMATION TECHNOLOGY OFFICER *	10,530.16	11,056.67	11,609.50	12,189.98	12,799.48
2		MANAGEMENT ANALYST *	8,171.60	8,580.18	9,009.19	9,459.65	9,932.63
	or	MANAGEMENT ANALYST - ASSOCIATE B *	7,105.72	7,461.01	7,834.06	8,225.76	8,637.05
	or	MANAGEMENT ANALYST - ASSOCIATE A *	5,921.43	6,217.50	6,528.38	6,854.80	7,197.54
1		OFFICE ASSISTANT	4,381.57	4,600.65	4,830.68	5,072.21	5,325.83
1		PERSONNEL SERVICES MANAGER *	10,823.44	11,364.61	11,932.84	12,529.48	13,155.96
1		PUBLIC EDUCATION OFFICER *	9,397.24	9,867.10	10,360.46	10,878.48	11,422.40
1		PUBLIC INFORMATION OFFICER *	6,124.68	6,430.91	6,752.46	7,090.08	7,444.59
3		SENIOR DEPUTY FIRE MARSHAL	10,151.41	10,658.98	11,191.93	11,751.53	12,339.10
1		SENIOR EMERGENCY SERVICES COORDINATOR *	9,397.24	9,867.10	10,360.46	10,878.48	11,422.40
1		SENIOR FIRE MECHANIC	9,183.93	9,643.13	10,125.28	10,631.55	11,163.12
1		SENIOR HAZARDOUS MATERIALS SPECIALIST	10,405.10	10,925.36	11,471.62	12,045.20	12,647.46
1		SUPPLY SERVICES ASSISTANT	6,088.17	6,392.58	6,712.21	7,047.82	7,400.21
1		SUPPLY SERVICES SPECIALIST	7,914.56	8,310.29	8,725.80	9,162.09	9,620.20

\* See Resolution No. CFPD-2014-2 for unrepresented employees.

**SECTION 6: EFFECTIVE DATE**

This Ordinance shall be effective October 21, 2014. Sections 1, 2, 3, and 4 shall be implemented on July 1, 2014. Section 5 shall be implemented at 12:01 a.m. on November 10, 2014 (Pay Period 14/24).

PASSED AND ADOPTED by the Board of Directors of the Santa Clara County Central Fire Protection District, State of California, this **OCT 21 2014** by the following vote:

AYES: Directors, **CHAVEZ, CORTESE, SIMITIAN, WASSERMAN, YEAGER**  
NOES: Directors, **NONE**  
ABSENT: Directors, **NONE**

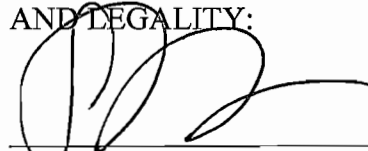
  
MIKE WASSERMAN, President  
Board of Directors

Signed and certified that a copy of this Document has been delivered by electronic or other means to the President, Board of Directors.

Attest:

  
LYNN REGADANZ  
Clerk of the Board

APPROVED AS TO FORM  
AND LEGALITY:

  
SARA J. PONZIO  
Deputy County Counsel

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