#### **ORDINANCE NO. CFPD-2017-2**

AN ORDINANCE AMENDING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION ORDINANCE NO. CFPD-2015-1, AS AMENDED BY ORDINANCE NO. CFPD-2015-2, ORDNANCE NO. CFPD-2016-1, ORDINANCE NO. CFPD-2016-2 AND ORDINANCE NO. CFPD-2017-1, RELATING TO THE COMPENSATION OF EMPLOYEES

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

#### **SECTION 1:**

In SECTION 5 SALARY SCHEDULE the following shall be deleted:

- 4 Deputy Chief: With Call Duty\*
- OR Deputy Chief: Without Call Duty\*
- 1 Assistant Fire Chief\*
  - OR Deputy Chief: With Call Duty\*
  - OR Deputy Chief: Without Call Duty\*
- 1 Administrative Support Officer I\*
  - OR Administrative Support Officer II\*
- 1 Administrative Support Officer II\*
  - OR Administrativé Support Officer III\*

#### **SECTION 2:**

In SECTION 5 SALARY SCHEDULE the following shall be added:

- 3 Deputy Chief\*
- 1 Director of Fire Prevention\*
  - OR Deputy Chief\*
- 1 Assistant Fire Chief\*
  - OR Deputy Chief
- 9 Firefighter/Engineer
- 3 Fire Captain

### **SECTION 3:**

The Salary Schedule previously adopted by Ordinance No. CFPD-2016-1 and amended by Ordinance No. CFPD-2016-2, Ordinance No. CFPD-2016-3, and Ordinance No. CFPD-2017-1 is replaced in its entirety with the following Salary Schedule:

No. of Positions		Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
3		ADMINISTRATIVE ASSISTANT I	5,014.59	5,265.32	5,528.59	5,805.01	6,095.27
6		ADMINISTRATIVE ASSISTANT II	6,068.69	6,372.12	6,690.73	7,025.27	7,376.53
3		ADMINISTRATIVE ASSISTANT III*	7,392.79	7,762.43	8,150.55	8,558.08	8,985.98
	or	ADMINISTRATIVE ASSISTANT IV*	8,501.73	8,926.82	9,373.16	9,841.82	10,333.91
2		ARSON INVESTIGATOR II	11,260.67	11,823.70	12,414.89	13,035.63	13,687.41
	or	ARSON INVESTIGATOR I	10,025.65	10,526.93	11,053.28	11,605.94	12,186.24
1		ASST. DEPUTY DIR. OF COMMUNITY ED. SERVICES *	10,010.05	10,510.55	11,036.09	11,587.88	12,167.28
1		ASSITANT FIRE CHIEF *	16,280.74	17,094.78	17,949.52	18,846.99	19,789.34

<sup>\*</sup> See Resolution No. CFPD-2014-2 for unrepresented employees

9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY DIRECTOR OF EMERGENCY 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 1 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 1 DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 1 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88 1 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88 1 DIRECTOR OF BUSINESS SERVICES 14,298.19 15,011.00 15,761.55 DIRECTOR OF BUSINESS SERVICES 14,298.19 15,011.00 15,761.55 DIRECTOR OF DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88 1 DIRECTOR OF BUSINESS SERVICES 11,260.71 11,823.75 12,414.93 1 EMERGENCY MEDICAL SERVICES 1 DIRECTOR OF PERSONELL SERVICES 1 DIRECTOR OF PERSON		or	* ************************************	7,392.79	7,762.43	8,150.55	8,558.08	8,985.98
9 BATTALION CHIEF 12,997.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.81 9,093.64 9,548.32 3 DEPUTY CHIEF 114,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 114,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 114,713.54 15,449.22 16,221.68 1 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24 13 DEPUTY DIRECTOR OF EMERGENCY 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 10 FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86 10 FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32 10 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88 10,778.86 10 DIRECTOR OF BUSINESS SERVICES 11,260.71 11,823.75 12,414.93 1 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 1 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 1 EMERGENCY MEDICAL SERVICES 11,260.71 11,823.75 12,414.93 1 EMERGENCY MEDICAL SERVICES 11,260.71 11,823.75 12,414.93 1 FINANCIAL ANALYSTI/ACCOUNTANT 9,769.6 10,084.51 10,567.74 ACCOUNTANT 9,769.6 10,084.51 10,567.74 ACCOUNTANT 10,392.68 10,912.31 11,457.93 1 FIRE CHIEF 11,400.75 11,40	_	_	MANAGEMENT ANALYST * MANAGEMENT ANALYST - ASSOCIATE B	8,501.73	8,926.82	9,373.16	9,841.82	10,333.91
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 10, PUTY FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86 10, DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 10 DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 10 DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24 10,655.58 10,778.86 11,780.24 10,780.24 10,780.25 11,780.74 10,780.25 11,78	-		INFORMATION TECHNOLOGY OFFICER *	10,955.58	11,503.36	12,078.53	12,682.45	13,316.58
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY OIRECTOR OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55 1 DEPUTY DIRECTOR OF FEMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 OF DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 1 DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 1 DEPUTY FIRE MARSHAL TAINIEE 6,415.12 6,735.88 1 DIRECTOR OF EMERGENCY MANAGEMENT 12,113.99 12,821.96 13,463.06 1 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 1 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 1 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 11,260.71 11,625.58 10,776.86 10,061.51 10,567.74 10,265.58 10,778.86 10,778.86 10,978.85 10,778.86 10,978.85 10,778.86 10,778.86 10,778.86 10,778.86 10,778.86 10,778.86 10,778.86 10,778.86 10,778.86 10,778.86 10,778.86 10,778.86 10,778.86 10,778.86	- -		INFORMATION SYSTEMS ANALYST III *	8,660.61	9,093.64	9,548.32	10,025.74	10,527.03
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY DIRECTOR OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 07 FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86 07 ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32 07 ASSOC. FIRE PROTECTION ENGINEER 9,776.74 11,000 15,761.55 01 DIRECTOR OF EMERGENCY 9,769.60 10,084.51 10,567.74 ACCOUNTANT 9,769.60 10,084.51 10,567.74 ACCOUNTANT 9,776.96 10,084.51 10,567.74 ACCOUNTANT 9,776.96 10,084.51 10,567.74 ACCOUNTANT 9,776.96 10,084.51 10,567.74 ACCOUNTANT 10,567.7	0	or	INFORMATION SYSTEMS ANALYST I *	6,183.88	6,493.07	6,817.73	7,158.61	7,516.54
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DIRECTOR OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 07 FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86 07 DEPUTY FIRE MARSHAL I 8,660.61 9,093.64 9,548.32 07 ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32 07 ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32 07 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88 1 DIRECTOR OF BUSINESS SERVICES 14,298.19 15,011.00 15,761.55 DIRECTOR OF BUSINESS SERVICES 14,298.19 15,011.00 15,761.55 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 9,630.24 10,111.76 10,617.35 COORDINATOR 9,630.24 10,111.76 10,617.35 PRINCIPAL FINANCIAL ANALYST/ ACCOUNTANT 9,776.96 10,064.51 10,567.74 ACCOUNTANT 9,776.96 10,064.51 10,567.74 ACCOUNTANT 1,564.23 8,362.44 8,780.56 07 FIRE MECHANIC II 7,964.23 8,362.44 8,780.56 07 FIRE MECHAN	+		INFORMATION SYSTEMS ANALYST II *	7,111.44	7,467.01	7,840.36	8,232.38	8,644.00
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY DIRECTOR OF EMERGENCY 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 0 OF FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86 0 OF DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 3 DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 3 DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 4 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88 1 DIRECTOR OF BUSINESS SERVICES 14,286.19 15,011.00 15,761.55 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 1 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 9,630.24 10,111.76 10,617.35 EMERGENCY MEDICAL SERVICES 9,630.24 10,111.76 10,617.35 PRINCIPAL FINANCIAL ANALYST/ 9,776.96 10,064.51 10,567.74 ACCOUNTANT 9,776.96 10,064.51 10,567.74 FINANCIAL ANALYST/ 9,776.96 10,064.51 10,567.74 1 FIRE CHIEF 11,000.00 10,000.	_		HAZARDOUS MATERIALS SPECIALIST	9,776.74	10,265.58	10,778.86	11,317.80	11,883.69
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY DIRECTOR OF EMERGENCY 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 0 OF FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86 0 OF DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 0 OF ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32 3 DEPUTY FIRE MARSHAL I 8,660.61 9,093.64 9,548.32 4 DIRECTOR OF BUSINESS SERVICES 14,286.19 15,011.00 15,761.55 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 10,102.07 DIRECTOR OF PERSONELL SERVICES 14,286.19 15,011.00 15,761.55 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 9,630.24 10,111.76 10,617.35 PRINCIPAL FINANCIAL ANALYST/ 9,776.96 10,064.51 10,567.74 ACCOUNTANT 9,776.96 10,064.51 10,567.74 ACCOUNTANT 9,776.96 10,064.51 10,567.74 10,392.68 FIRE CHANIC II 7,964.23 8,362.44 8,780.56 OF FIRE MECHANIC II 7,964.23 8,362.44 8,780.56 OF FIRE FIGHTER/ENGINEER 9,776.74 10,265.58 10,778.86	-		GIS ANALYST *	8,660.61	9,093.64	9,548.32	10,025.74	10,527.03
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE   5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE   6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 1 OF FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86 1 OF DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 2 OF ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32 3 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88 1 DIRECTOR OF BUSINESS SERVICES 14,286.19 15,011.00 15,761.55 DIRECTOR OF BUSINESS SERVICES 14,286.19 15,011.00 15,761.55 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 1 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 11,260.71 11,262.75 12,414.93 EMERGENCY MEDICAL SERVICES 11,260.71 11,261.71 11,67.93 1 FINANCIAL ANALYST/ACCOUNTANT 9,776.96 10,064.51 10,567.74 ACCOUNTANT 9,776.96 10,064.51 10,567.74 1 1,679.35 1 FINANCIAL ANALYST/ACCOUNTANT 9,776.96 10,064.51 10,567.74 1 1,679.35 1 FINANCIAL ANALYST/ACCOUNTANT 9,776.96 10,064.51 10,567.74 1 1,679.35 1 FIRE CHIEF 11,000.15 10,000.15 11,00			GENERAL MAINT. CRAFTSWORKER	6,490.73	6,815.27	7,156.03	7,513.83	7,889.52
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE   5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE   6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR* 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR* 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF* 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF* 14,713.54 15,449.22 16,221.68  1 DEPUTY DIRECTOR OF FIRE PREVENTION* 14,296.19 15,011.00 15,761.55  1 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT* 10,561.67 11,089.75 11,644.24  13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86  0r FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86  or DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32  or ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32  3 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88  1 DIRECTOR OF BUSINESS SERVICES* 14,286.19 15,011.00 15,761.55  DIRECTOR OF PERSONELL SERVICES* 11,260.71 11,823.75 12,414.93  EMERGENCY MEDICAL SERVICES  1 DIRECTOR OF PERSONELL SERVICES* 11,260.71 11,823.75 12,414.93  EMERGENCY MEDICAL SERVICES  1 PINANCIAL ANALYSTI/ACCOUNTANT* 8,501.73 8,926.82 9,373.16  PRINCIPAL FINANCIAL ANALYSTI/ACCOUNTANT* 9,776.96 10,064.51 10,567.74  68 FIRE CAPTAIN 10,392.68 10,912.31 11,457.93  1 FIRE CHIEF* 18,084.96 18,989.21 19,938.67			FIREFIGHTER/ENGINEER	9,776.74	10,265.58	10,778.86	11,317.80	11,883.69
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 0 DIRECTOR OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 0 or FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86 0 or DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 0 DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 1 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88 1 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 1 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 1 EMERGENCY MEDICAL SERVICES 2,630.24 10,111.76 10,617.35 1 FINANCIAL ANALYSTI/ACCOUNTANT 9,630.24 10,111.76 10,617.35 1 FINANCIAL ANALYSTI/ACCOUNTANT 9,776.96 10,064.51 10,567.74 68 FIRE CAPTAIN 10,392.68 10,912.31 11,457.93 1 FIRE CHIEF 18,004.96 18,989.21 19,938.67	<u> </u>	or	FIRE MECHANIC I	6,636.71	6,968.55	7,316.97	7,682.82	8,066.96
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 0 or FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86 0 or DEPUTY FIRE MARSHAL I 8,660.61 9,093.64 9,548.32 OEPUTY FIRE MARSHAL I 8,660.61 9,093.64 9,548.32 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88 1 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 1 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 1 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 9,630.24 10,111.76 10,617.35 PRINCIPAL FINANCIAL ANALYSTI/ACCOUNTANT 9,776.96 10,064.51 10,567.74 10,064.51 10,567.74 10,064.51 10,567.74 10,064.51 10,567.74 10,064.51 10,392.68 10,912.31 11,457.93	۰ ا	or	FIRE MECHANIC II	7,964.23	8,362.44	8,780.56	9,219.59	9,680.57
BATTALION CHIEF  12,937.54  13,584.42  14,263.64  1 BUSINESS SERVICES ASSOCIATE I  5,014.59  5,265.32  5,528.59  2 BUSINESS SERVICES ASSOCIATE II  6,068.69  6,372.12  6,690.73  1 CHIEF FIRE INVESTIGATOR*  11,971.95  12,570.55  13,199.07  1 CONSTRUCTION COORDINATOR  10,010.05  10,510.55  11,036.09  1 DATA BASE ADMINISTRATOR*  8,660.61  9,093.64  9,548.32  3 DEPUTY CHIEF*  14,713.54  15,449.22  16,221.68  1 DEPUTY CHIEF*  14,713.54  15,449.22  16,221.68  1 DEPUTY DIRECTOR OF FIRE PREVENTION*  14,296.19  15,011.00  15,761.55  DEPUTY PIRE MARSHAL II  9,776.74  10,265.58  10,778.86  or FIRE PROTECTION ENGINEER  9,776.74  10,265.58  10,778.86  or ASSOC. FIRE PROTECTION ENGINEER  9,776.74  10,265.58  1 DIRECTOR OF BUSINESS SERVICES*  1 DIRECTOR OF BUSINESS SERVICES*  1 DIRECTOR OF PERSONELL SERVICES*  1 DIRECTOR OF PERSONELL SERVICES  1 DIRECTOR OF PERSONELL SERVICES  1 FINANCIAL ANALYSTI/ACCOUNTANT*  8,501.73  8,926.82  9,373.16  PRINCIPAL FINANCIAL ANALYSTI/ACCOUNTANT*  9,776.96  10,064.51  10,567.74	_		FIRE CHIEF *	18,084.96	18,989.21	19,938.67	20,935.60	21,982.38
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY DIRECTOR OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24  13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86  1 OF FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86  1 OF DEPUTY FIRE MARSHAL I 8,660.61 9,093.64 9,548.32  2 OF ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32  3 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88 1 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 1 DIRECTOR OF EMERGENCY MANAGEMENT 12,211.39 12,821.96 13,463.06 1 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES 2,630.24 10,111.76 10,617.35 PRINCIPAL FINANCIAL ANALYSTI/	_		FIRE CAPTAIN	10,392.68	10,912.31	11,457.93	12,030.83	12,632.37
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07 1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09 1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32 3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68 0 DIRECTOR OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55 1 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24 13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86 0 OF FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86 0 OF DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32 0 ASSOC. FIRE PROTECTION ENGINEER 6,415.12 6,735.88 1 DIRECTOR OF BUSINESS SERVICES 14,296.19 15,011.00 15,761.55 DIRECTOR OF PERSONELL SERVICES 11,260.71 11,823.75 12,414.93 EMERGENCY MEDICAL SERVICES COORDINATOR 9,630.24 10,111.76 10,617.35 1 EMERGENCY MEDICAL SERVICES COORDINATOR 9,630.24 10,111.76 10,617.35	۰	or		9,776.96	10,064.51	10,567.74	11,096.13	11,650.94
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR* 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR* 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF* 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF* 14,713.54 15,449.22 16,221.68  or DIRECTOR OF FIRE PREVENTION* 14,296.19 15,011.00 15,761.55  DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT* 10,561.67 11,089.75 11,644.24  13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86  or FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86  or DEPUTY FIRE MARSHAL I 8,660.61 9,093.64 9,548.32  or ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32  3 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88  1 DIRECTOR OF BUSINESS SERVICES* 14,296.19 15,011.00 15,761.55  DIRECTOR OF BUSINESS SERVICES* 14,296.19 15,011.00 15,761.55  DIRECTOR OF BUSINESS SERVICES* 14,296.19 15,011.00 15,761.55  DIRECTOR OF BUSINESS SERVICES* 11,260.71 11,823.75 12,414.93  EMERGENCY MEDICAL SERVICES* 11,260.71 11,823.75 12,414.93				8,501.73	8,926.82	9,373.16	9,841.82	10,333.91
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY DIRECTOR OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55  1 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24  13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86  0 or FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86  or DEPUTY FIRE MARSHAL I 8,660.61 9,093.64 9,548.32  3 DEPUTY FIRE MARSHAL I 8,660.61 9,093.64 9,548.32  3 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88  1 DIRECTOR OF BUSINESS SERVICES 14,296.19 15,011.00 15,761.55			EMERGENCY MEDICAL SERVICES				11,148.21	11,705.62
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  or DIRECTOR OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55  DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 11,089.75 11,644.24  13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86  or FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86  or DEPUTY FIRE MARSHAL I 8,660.61 9,093.64 9,548.32  or ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32  3 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88  1 DIRECTOR OF BUSINESS SERVICES 14,296.19 15,011.00 15,761.55  DIRECTOR OF BUSINESS SERVICES 14,296.19 15,011.00 15,761.55							13,035.68	13,687.46
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 OF DIRECTOR OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55  1 DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 10,561.67 11,089.75 11,644.24  13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86  1 OF ODE PUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32  1 OF ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32  2 DEPUTY FIRE MARSHAL TRAINEE 6,415.12 6,735.88			DIRECTOR OF EMERGENCY				16,549.63 14,136.21	17,377.11 14,843.02
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR * 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR * 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF * 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF * 14,713.54 15,449.22 16,221.68  or DIRECTOR OF FIRE PREVENTION* 14,296.19 15,011.00 15,761.55  DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT * 10,561.67 11,089.75 11,644.24  13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86  or DEPUTY FIRE MARSHAL II 8,660.61 9,093.64 9,548.32  or ASSOC. FIRE PROTECTION ENGINEER 8,660.61 9,093.64 9,548.32	+					15 761 SE	16 5/0 62	17 377 11
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR * 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR * 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF * 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF * 14,713.54 15,449.22 16,221.68  or DIRECTOR OF FIRE PREVENTION* 14,296.19 15,011.00 15,761.55  DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT * 10,561.67 11,089.75 11,644.24  13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86  or DIRECTION ENGINEER 9,776.74 10,265.58 10,778.86  or DEPUTY FIRE MARSHAL I 8,660.61 9,093.64 9,548.32	<del>                                     </del>	or				9,548.32	10,025.74	10,527.03
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR * 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR * 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF * 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF * 14,713.54 15,449.22 16,221.68  or DIRECTOR OF FIRE PREVENTION* 14,296.19 15,011.00 15,761.55  DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT * 10,561.67 11,089.75 11,644.24  13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86  or FIRE PROTECTION ENGINEER 9,776.74 10,265.58 10,778.86	1						10,025.74	10,527.03
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY DIRECTOR OF FIRE PREVENTION 14,296.19 15,011.00 15,761.55  DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT 11,089.75 11,644.24  13 DEPUTY FIRE MARSHAL II 9,776.74 10,265.58 10,778.86							11,317.80	10,527,03
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR * 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR * 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF * 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF * 14,713.54 15,449.22 16,221.68  or DIRECTOR OF FIRE PREVENTION* 14,296.19 15,011.00 15,761.55  DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT * 10,561.67 11,089.75 11,644.24	-						11,317.80	11,883.69
9       BATTALION CHIEF       12,937.54       13,584.42       14,263.64         1       BUSINESS SERVICES ASSOCIATE II       5,014.59       5,265.32       5,528.59         2       BUSINESS SERVICES ASSOCIATE II       6,068.69       6,372.12       6,690.73         1       CHIEF FIRE INVESTIGATOR *       11,971.95       12,570.55       13,199.07         1       CONSTRUCTION COORDINATOR       10,010.05       10,510.55       11,036.09         1       DATA BASE ADMINISTRATOR *       8,660.61       9,093.64       9,548.32         3       DEPUTY CHIEF *       14,713.54       15,449.22       16,221.68         1       DEPUTY CHIEF *       14,713.54       15,449.22       16,221.68         0r       DIRECTOR OF FIRE PREVENTION*       14,296.19       15,011.00       15,761.55         DEPUTY DIRECTOR OF EMERGENCY       15,011.00       15,761.55	+						12,226.45	12,837.78
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68  1 DEPUTY CHIEF 14,713.54 15,449.22 16,221.68	- 0	or	DEPUTY DIRECTOR OF EMERGENCY				16,549.63	17,377.11
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR * 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR * 8,660.61 9,093.64 9,548.32  3 DEPUTY CHIEF * 14,713.54 15,449.22 16,221.68		_					17,032.76	17,884.40
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR * 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09  1 DATA BASE ADMINISTRATOR * 8,660.61 9,093.64 9,548.32		_					17,032.76	17,884.40
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64  1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59  2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73  1 CHIEF FIRE INVESTIGATOR * 11,971.95 12,570.55 13,199.07  1 CONSTRUCTION COORDINATOR 10,010.05 10,510.55 11,036.09	-	_			-		10,025.74	10,527.03
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73 1 CHIEF FIRE INVESTIGATOR * 11,971.95 12,570.55 13,199.07	_	_					11,587.88	12,167.28
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59 2 BUSINESS SERVICES ASSOCIATE II 6,068.69 6,372.12 6,690.73	-						13,859.03	14,551.98
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64 1 BUSINESS SERVICES ASSOCIATE I 5,014.59 5,265.32 5,528.59	+						7,025.27	7,376.53
9 BATTALION CHIEF 12,937.54 13,584.42 14,263.64	_						5,805.01	6,095.27
	-						14,976.82	15,725.66
			ASSISTANT FIRE MARSHAL *	12,211.39	12,821.96	13,463.06	14,136.21	14,843.02
	۰ ا	or	DEPUTY CHIEF*	14,713.54	15,449.22	16,221.68	17,032.76	17,884.40

<sup>\*</sup> See Resolution No. CFPD-2014-2 for unrepresented employees

		MANAGEMENT ANALYST - ASSOCIATE A					
	or	*	6,130.06	6,436.56	6,758.39	7,096.31	7,451.13
2		OFFICE ASSISTANT	4,558.58	4,786.51	5,025.83	5,277.13	5,540.98
7		PROGRAM SPECIALIST II	7,978.92	8,377.87	8,796.76	9,236.60	9,698.4
	or	PROGRAM SPECIALIST I	6,160.66	6,468.69	6,792.13	7,131.73	7,488.3
1		PUBLIC INFORMATION OFFICER *	6,372.44	6,690.72	7,025.25	7,376.50	7,745.3
3		SENIOR DEPUTY FIRE MARSHAL	10,561.67	11,086.75	11,644.24	12,226.45	12,837.7
1		SENIOR FIRE MECHANIC	9,554.96	10,032.71	10,534.34	11061.06	11,614.1
1		SENIOR HAZARDOUS MATERIALS SPECIALIST	10,825.46	11,366.73	11,935.07	12,531.82	13,158.4
1		SENIOR PROGRAM SPECIALIST	9,099.89	9,554.87	10,032.62	10,534.25	11,060.9
4		STAFF BATTALION CHIEF	11,971.95	12,570.55	13,199.07	13,859.03	14,551.9
	or	BATTALION CHIEF	12,937.54	13,584.42	14,263.64	14,976.82	15,725.6
1		SUPPLY SERVICES SPECIALIST I	4,558.58	4,786.51	5,025.83	5,277.13	5,540.9
1		SUPPLY SERVICES SPECIALIST II	5,014.59	5,265.32	5,528.59	5,805.01	6,095.2
	or	SUPPLY SERVICES SPECIALIST, hired prior to August 1, 2016	8,876.91	9,320.76	9,786.79	10,276.13	10,789.9

### **SECTION 4:**

Exhibit A - Schedule of Monthly Salary Rates by Position is Approved in accordance with the provisions of Section 570.5 of the California Code of Regulations and is to be posted on the Fire District's website.

### **SECTION 5:**

This Ordinance shall take effect October 4, 2016 and all Sections shall be implemented on November 7, 2016 (Pay Period 16/24).

PASSED AND	ADOPTED	by the Boa	d of Directors of the Santa Clara County Central Fire Protection District, State by the following vote:	of
California, this	UCI	0 4 2016	by the following vote:	

AYES: NOES:

ABSENT:

Directors, CHAVEZ, CORTESE, SIMITIAN, WASSERMAN, YEAGER

Directors, N

Directors

Dave Cortese, President **BOARD OF DIRECTORS** 

Attest:

Megan Doyle

Clerk of the Board

APPROVED AS TO FORM AND LEGALITY:

Cheryl A. Stevens

Deputy County Counsel

Santa Clara County Central Fire Protection District Salary Ordinance No. CFPD-2017-2

<sup>\*</sup> See Resolution No. CFPD-2014-2 for unrepresented employees

### **EXHIBIT A**

# Santa Clara County Central Fire Protection District Schedule of Monthly Salary Rates by Position Effective November 7, 2016

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	5,014.59	5,265.32	5,528.59	5,805.01	6,095.27
ADMINISTRATIVE ASSISTANT II	6,068.69	6,372.12	6,690.73	7,025.27	7,376.53
ADMINISTRATIVE ASSISTANT III *	7,392.79	7,762.43	8,150.55	8,558.08	8,985.98
ADMINISTRATIVE ASSISTANT IV *	8,501.73	8,926.82	9,373.16	9,841.82	10,333.91
ARSON INVESTIGATOR I	10,025.65	10,526.93	11,053.28	11,605.94	12,186.24
ARSON INVESTIGATOR II	11,260.67	11,823.70	12,414.89	13,035.63	13,687.41
ASSISTANT DEPUTY DIRECTOR OF COMMUNITY EDUCATION SRVCS *	10,010.05	10,510.55	11,036.09	11,587.88	12,167.28
ASSISTANT FIRE CHIEF *	16,280.74	17,094.78	17,949.52	18,846.99	19,789.34
ASSISTANT FIRE MARSHAL *	12,211.39	12,821.96	13,463.06	14,136.21	14,843.02
ASSOC. FIRE PROTECTION ENGINEER	8,660.61	9,093.64	9,548.32	10,025.74	10,527.03
BATTALION CHIEF	12,937.54	13,584.42	14,263.64	14,976.82	15,725.66
BUSINESS SERVICES ASSOCIATE I	5,014.59	5,265.32	5,528.59	5,805.01	6,095.27
BUSINESS SERVICES ASSOCIATE II	6,068.69	6,372.12	6,690.73	7,025.27	7,376.53
CHIEF FIRE INVESTIGATOR	11,971.95	12,570.55	13,199.07	13,859.03	14,551.98
CONSTRUCTION COORDINATOR	10,010.05	10,510.55	11,036.08	11,587.88	12,167.28
DATA BASE ADMINISTRATOR *	8,660.61	9,093.64	9,548.32	10,025.74	10,527.03
DEPUTY CHIEF	14,713.54	15,449.22	16,221.68	17,032.76	17,884.40
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT *	10,561.67	11,089.75	11,644.24	12,226.45	12,837.78
DEPUTY FIRE MARSHAL I	8,660.61	9,093.64	9,548.32	10,025.74	10,527.03
DEPUTY FIRE MARSHAL II	9,776,74	10,265.58	10,778.86	11,317.80	11,883.69
DEPUTY FIRE MARSHAL TRAINEE	6,415.12	6,735.88	10,770.00	11,017.00	11,000.00
DIRECTOR OF BUSINESS SERVICES *	14,296.19	15,011.00	15,761.55	16,549.63	17,377.11
DIRECTOR OF EMERGENCY MANAGEMENT *	12,211.39	12,821.96	13,463.06	14,136.21	14,843.02
DIRECTOR OF FIRE PREVENTION*	14,296.19	15,011.00	15,761.55	16,549.63	17,377.11
DIRECTOR OF PERSONNEL SERVICES *	11,260.71	11,823.75	12,414.93	13,035.68	13,687.46
EMS COORDINATOR *	9,630.24	10,111.76	10,617.34	11,148.21	11,705.62
FINANCIAL ANALYST/ACCOUNTANT *	8,501.70	8,926.79	9,373.12		
FIRE CAPTAIN	10,392.68	10,912.31		9,841.78	10,333.87
FIRE CHIEF *	18,084.96		11,457.93	12,030.83	12,632.37
FIRE MECHANIC I	6,636.71	18,989.21	19,938.67	20,935.60	21,982.38
FIRE MECHANIC II	7,964.23	6,968.55	7,316.97	7,682.82	8,066.96
FIRE PROTECTION ENGINEER	9,776.74	8,362.44	8,780.56	9,219.59	9,680.57
FIREFIGHTER/ENGINEER	8,660.61	10,265.58	10,778.86	11,317.80	11,883.69
GENERAL MAINT. CRAFTSWORKER	6,490.73	9,093.64	9,548.32	7 512 92	10,527.03
GIS ANALYST *		6,815.27	7,156.03	7,513.83	7,889.52
HAZARDOUS MATERIALS SPECIALIST	8,178.16	8,587.07	9,016.42	9,467.24	9,940.60
	9,776.74	10,265.58	10,778.86	11,317.80	11,883.69
INFORMATION SYSTEMS ANALYST I *	6,183.88	6,493.07	6,817.73	7,158.61	7,516.54
INFORMATION SYSTEMS ANALYST II *	7,111.44	7,467.01	7,840.36	8,232.38	8,644.00
INFORMATION TECHNOLOGY OFFICER *	8,178.16	8,587.07	9,016.42	9,467.24	9,940.60
INFORMATION TECHNOLOGY OFFICER *	10,955.58	11,503.36	12,078.53	12,682.45	13,316.58
MANAGEMENT ANALYST - ASSOCIATE A *	6,130.06	6,436.56	6,758.39	7,096.31	7,451.13
MANAGEMENT ANALYST - ASSOCIATE B *	7,392.79	7,762.43	8,150.55	8,558.08	8,985.98
MANAGEMENT ANALYST *	8,501.70	8,926.79	9,373.12	9,841.78	10,333.87
OFFICE ASSISTANT	4,558.58	4,786.51	5,025.83	5,277.13	5,540.98
PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT *	9,776.96	10,064.51	10,567.74	11,096.13	11,650.94
PROGRAM SPECIALIST I	6,160.66	6,468.69	6,792.13	7,131.73	7,488.32
PROGRAM SPECIALIST II	7,978.92	8,377.87	8,796.76	9,236.60	9,698.43
PUBLIC INFORMATION OFFICER *	6,372.11	6,690.72	7,025.25	7,376.51	7,745.34
SENIOR DEPUTY FIRE MARSHAL	10,561.67	11,089.75	11,644.24	12,226.45	12,837.78
SENIOR FIRE MECHANIC	9,554.96	10,032.71	10,534.34	11,061.06	11,614.11
SENIOR HAZARDOUS MATERIALS SPECIALIST	10,825.46	11,366.73	11,935.07	12,531.82	13,158.41
SENIOR PROGRAM SPECIALIST	9,099.89	9,554.87	10,032.62	10,534.25	11,060.97

### **EXHIBIT A**

# Santa Clara County Central Fire Protection District Schedule of Monthly Salary Rates by Position Effective November 7, 2016

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
STAFF BATTALION CHIEF	11,971.95	12,570.55	13,199.07	13,859.03	14,551.98
SUPPLY SERVICES SPECIALIST I	4,558.58	4,786.51	5,025.83	5,277.13	5,540.98
SUPPLY SERVICES SPECIALIST II	5,014.59	5,265.32	5,528.59	5,805.01	6,095.27
SUPPLY SERVICES SPECIALIST, Hired prior to August 1, 2016	8,876.91	9,320.76	9,786.79	10,276.13	10,789.94

<sup>\* -</sup> Non Represented Positions