

SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT
SALARY ORDINANCE

ORDINANCE NO. CFPD-2025-5-O

AN ORDINANCE AMENDING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION
DISTRICT SALARY ORDINANCE NO. CFPD-2025-2-O, RELATING TO THE COMPENSATION
AND SALARY OF THE EMPLOYEES IN THE OFFICES OF THE SANTA CLARA COUNTY
CENTRAL FIRE PROTECTION DISTRICT

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

SECTION 1:

In Exhibit A – Schedule of Job Classifications and Positions – to Ordinance CFPD-2025-2-O as
amended by CFPD-2025-3-O and CFPD-2025-4-O, the following shall be deleted:

Total No. of FTEs	Position Title		Position Title
2	BUSINESS SERVICES ASSOCIATE I	or	BUSINESS SERVICES ASSOCIATE II
1	SENIOR FIRE MECHANIC		
1	SUPPLY SERVICES SPECIALIST I		
1	SUPPLY SERVICES SPECIALIST II		

SECTION 2:

In Exhibit A – Schedule of Job Classifications and Positions – to Ordinance CFPD-2025-2-O as
amended by CFPD-2025-3-O and CFPD-2025-4-O, the following shall be added:

Total No. of FTEs	Position Title		Position Title
2	BUSINESS SERVICES ASSOCIATE I	or	BUSINESS SERVICES ASSOCIATE II or BUSINESS SERVICES ASSOCIATE III
1	CHIEF FIRE MECHANIC		
1	INFORMATION TECHNOLOGY SUPPORT SUPERVISOR		
1	SENIOR SUPPLY SERVICES SPECIALIST		
1	SUPPLY SERVICES SPECIALIST I	or	SUPPLY SERVICES SPECIALIST II

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SECTION 3:

Exhibit B – Schedule of Monthly Salary Rates by Position – to Ordinance No. CFPD-2025-2-O as amended by CFPD-2025-3-O, shall be amended to add the classifications and salaries listed below.

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
BUSINESS SERVICES ASSOCIATE III	9,778.97	10,267.92	10,781.32	11,320.39	11,886.41
CHIEF FIRE MECHANIC	13,241.00	13,903.05	14,598.20	15,328.11	16,094.52
INFORMATION TECHNOLOGY SUPPORT SUPERVISOR	10,756.88	11,294.72	11,859.46	12,452.43	13,075.05
SENIOR SUPPLY SERVICES SPECIALIST	7,296.48	7,661.30	8,044.37	8,446.59	8,868.92

SECTION 4:

In Exhibit B – Schedule of Monthly Salary Rates by Position – to Ordinance No. CFPD-2025-2-O as amended by CFPD-2025-3-O, the following classification shall be deleted:

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SENIOR FIRE MECHANIC	12,639.03	13,270.98	13,934.53	14,631.26	15,362.82

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SECTION 5:

This Ordinance shall take effect June 17, 2025 and all sections shall be implemented on June 9, 2025 (Pay Period 25/13).

PASSED AND ADOPTED by the Board of Directors of the Santa Clara County Central Fire Protection District, State of California, this JUN 17 2025 by the following vote:

AYES: ABE-KOGA, ARENAS, DUONG, ELLENBERG, LEE

NOES: ~~NONE~~

ABSENT: ~~NONE~~



OTTO LEE, 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:



CURTIS BOONE
Clerk of the Board

APPROVED AS TO FORM AND LEGALITY:



MASA SHIOHIRA
Lead Deputy County Counsel

Exhibits to this Ordinance: Exhibit A - Schedule of Job Classifications and Positions
Exhibit B - Schedule of Monthly Salary Rates by Position

EXHIBIT A
Santa Clara County Central Fire Protection District
Schedule of Job Classifications and Positions
Effective June 9, 2025

TOTAL POSITIONS: 77
TOTAL FTEs: 342

Total No. of FTEs	Position Title		Position Title	
3	ADMINISTRATIVE ASSISTANT I			
6	ADMINISTRATIVE ASSISTANT II			
0	ADMINISTRATIVE ASSISTANT III	or	ADMINISTRATIVE ASSISTANT IV	*
3	ASSISTANT CHIEF			*
1	ASSISTANT CHIEF	or	DIRECTOR OF FIRE PREVENTION	*
1	ASSISTANT FIRE MARSHAL			
11	BATTALION CHIEF			
1	BATTALION CHIEF - PRE-FIRE MANAGEMENT & WILDFIRE RESILIENCE			
1	BENEFITS/PAYROLL ANALYST			*
1	BUSINESS SERVICES ASSOCIATE I	or	BUSINESS SERVICES ASSOCIATE II	
2	BUSINESS SERVICES ASSOCIATE I	or	BUSINESS SERVICES ASSOCIATE II or BUSINESS SERVICES ASSOCIATE III	
1	CHIEF FIRE MECHANIC			
1	COMMUNITY RISK PROGRAM DIRECTOR			
2	COMMUNITY RISK SPECIALIST I	or	COMMUNITY RISK SPECIALIST II	
1	COMMUNITY WILDFIRE SPECIALIST			
1	CONTRACT COMPLIANCE ANALYST			*
1	DATABASE ADMINISTRATOR			
1	DEPUTY DIRECTOR OF COMMUNICATIONS			*
1	DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT			*
2	DEPUTY FIRE CHIEF	or	ASSISTANT CHIEF	*
16	DEPUTY FIRE MARSHAL I	or	DEPUTY FIRE MARSHAL II or ASSOC. FIRE PLANS EXAMINER or FIRE PLANS EXAMINER	
2	DEPUTY FIRE MARSHAL TRAINEE	or	DEPUTY FIRE MARSHAL I	
1	DIRECTOR OF BUSINESS SERVICES			*
1	DIRECTOR OF COMMUNICATIONS			*
1	DIRECTOR OF EMERGENCY MANAGEMENT			*
1	DIRECTOR OF INFORMATION TECHNOLOGY			*
1	DIRECTOR OF PERSONNEL SERVICES			*
1	DIRECTOR OF SUPPORT SERVICES			*
1	EMS PROGRAM NURSE MANAGER			*
1	EXECUTIVE ASSISTANT TO THE FIRE CHIEF			*
1	FACILITIES MAINTENANCE MANAGER			
1	FINANCIAL ANALYST/ACCOUNTANT			*
72	FIRE CAPTAIN			
1	FIRE CHIEF			*
2	FIRE FUELS CREW SUPERVISOR			
3	FIRE MECHANIC I	or	FIRE MECHANIC II	
165	FIREFIGHTER/ENGINEER	or	FIREFIGHTER or FIREFIGHTER TRAINEE (Extra-help)*	
2	GENERAL MAINT. CRAFTSWORKER			
1	GIS ANALYST			
1	HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL			
2	HAZARDOUS MATERIALS SPECIALIST	or	HAZARDOUS MATERIALS INSPECTOR	
1	INFORMATION SPECIALIST			*
1	INFORMATION SYSTEMS ANALYST I	or	INFORMATION SYSTEMS ANALYST II	
1	INFORMATION TECHNOLOGY SUPPORT SUPERVISOR			
2	MANAGEMENT ANALYST - ASSOCIATE A	or	MANAGEMENT ANALYST - ASSOCIATE B or MANAGEMENT ANALYST	*
1	NETWORK & SECURITY ADMINISTRATOR			*
1	OFFICE ASSISTANT			
1	PERMIT SPECIALIST			
1	PERSONNEL SERVICES TECHNICIAN			*

Total No. of FTEs	Position Title		Position Title	
1	PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT			*
2	PROGRAM SPECIALIST I	or	PROGRAM SPECIALIST II	
2	SENIOR COMMUNITY RISK SPECIALIST			
2	SENIOR DEPUTY FIRE MARSHAL			
1	SENIOR FIRE PLANS EXAMINER			
1	SENIOR HAZARDOUS MATERIALS SPECIALIST			
1	SENIOR MANAGEMENT ANALYST			*
1	SENIOR PROGRAM SPECIALIST			
1	SENIOR SUPPLY SERVICES SPECIALIST			
1	SENIOR SYSTEMS ANALYST			
1	SUPPLY SERVICES SPECIALIST I	or	SUPPLY SERVICES SPECIALIST II	
1	SYSTEMS ADMINISTRATOR			

*See Resolution No. CFPD-2021-5 for Unrepresented employee benefits

EXHIBIT B
Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective June 9, 2025

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	6,633.16	6,964.82	7,313.06	7,678.71	8,062.65
ADMINISTRATIVE ASSISTANT II	8,027.47	8,428.84	8,850.28	9,292.79	9,757.43
ADMINISTRATIVE ASSISTANT III	* 9,778.97	10,267.92	10,781.32	11,320.39	11,886.41
ADMINISTRATIVE ASSISTANT IV	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
ASSISTANT CHIEF	* 20,220.37	21,231.39	22,292.96	23,407.61	24,577.99
ASSISTANT FIRE MARSHAL	17,170.50	18,029.03	18,930.48	19,877.00	20,870.85
ASSOC. FIRE PLANS EXAMINER	12,349.58	12,967.06	13,615.41	14,296.18	15,010.99
BATTALION CHIEF	18,135.23	19,041.99	19,994.09	20,993.79	22,043.48
BATTALION CHIEF - PRE-FIRE MANAGEMENT & WILDFIRE RESILIENCE	18,135.23	19,041.99	19,994.09	20,993.79	22,043.48
BENEFITS/PAYROLL ANALYST	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
BUSINESS SERVICES ASSOCIATE I	6,633.16	6,964.82	7,313.06	7,678.71	8,062.65
BUSINESS SERVICES ASSOCIATE II	8,027.47	8,428.84	8,850.28	9,292.79	9,757.43
BUSINESS SERVICES ASSOCIATE III	9,778.97	10,267.92	10,781.32	11,320.39	11,886.41
CHIEF FIRE MECHANIC	13,241.00	13,903.05	14,598.20	15,328.11	16,094.52
COMMUNITY RISK PROGRAM DIRECTOR	15,898.94	16,693.89	17,528.58	18,405.01	19,325.26
COMMUNITY RISK SPECIALIST I	9,371.52	9,840.10	10,332.11	10,848.72	11,391.16
COMMUNITY RISK SPECIALIST II	11,240.30	11,802.32	12,392.44	13,012.06	13,662.66
COMMUNITY WILDFIRE SPECIALIST	10,554.28	11,081.99	11,636.09	12,217.89	12,828.78
CONTRACT COMPLIANCE ANALYST	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
DATABASE ADMINISTRATOR	11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
DEPUTY DIRECTOR OF COMMUNICATIONS	* 16,178.43	16,987.35	17,836.72	18,728.56	19,664.99
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	* 16,178.43	16,987.35	17,836.72	18,728.56	19,664.99
DEPUTY FIRE CHIEF	* 22,374.10	23,492.81	24,667.45	25,900.82	27,195.86
DEPUTY FIRE MARSHAL I	11,753.87	12,341.56	12,958.64	13,606.57	14,286.90
DEPUTY FIRE MARSHAL II	12,932.38	13,579.00	14,257.95	14,970.85	15,719.39
DEPUTY FIRE MARSHAL TRAINEE	8,485.75	8,910.04	-	-	-
DIRECTOR OF BUSINESS SERVICES	* 18,910.58	19,856.11	20,848.92	21,891.37	22,985.94
DIRECTOR OF COMMUNICATIONS	* 17,005.93	17,856.23	18,749.04	19,686.49	20,670.81
DIRECTOR OF EMERGENCY MANAGEMENT	* 17,005.93	17,856.23	18,749.04	19,686.49	20,670.81
DIRECTOR OF FIRE PREVENTION	* 18,910.58	19,856.11	20,848.92	21,891.37	22,985.94
DIRECTOR OF INFORMATION TECHNOLOGY	* 17,486.50	18,360.83	19,278.87	20,242.81	21,254.95
DIRECTOR OF PERSONNEL SERVICES	* 17,486.50	18,360.83	19,278.87	20,242.81	21,254.95
DIRECTOR OF SUPPORT SERVICES	* 17,486.50	18,360.83	19,278.87	20,242.81	21,254.95
EMS PROGRAM NURSE MANAGER	* 14,934.64	15,681.37	16,465.44	17,288.71	18,153.15
EXECUTIVE ASSISTANT TO THE FIRE CHIEF	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
FACILITIES MAINTENANCE MANAGER	13,241.00	13,903.05	14,598.20	15,328.11	16,094.52
FINANCIAL ANALYST/ACCOUNTANT	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
FIRE CAPTAIN	13,747.14	14,434.50	15,156.23	15,914.04	16,709.74
FIRE CHIEF	* 24,853.57	26,096.25	27,401.06	28,771.11	30,209.67
FIRE FUELS CREW SUPERVISOR	12,601.27	13,231.33	13,892.90	14,587.55	15,316.93
FIRE MECHANIC I	8,778.85	9,217.79	9,678.68	10,162.61	10,670.74
FIRE MECHANIC II	10,534.87	11,061.61	11,614.69	12,195.42	12,805.19
FIRE PLANS EXAMINER	13,579.02	14,257.97	14,970.87	15,719.41	16,505.38
FIREFIGHTER/ENGINEER	11,456.00	12,028.80	12,630.24	13,261.75	13,924.84
FIREFIGHTER	10,414.56	10,935.29	11,482.05	12,056.15	12,658.96
GENERAL MAINT. CRAFTSWORKER	8,757.48	9,195.35	9,655.12	10,137.88	10,644.77
GIS ANALYST	11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL	17,170.50	18,029.03	18,930.48	19,877.00	20,870.85
HAZARDOUS MATERIALS INSPECTOR	12,932.38	13,579.00	14,257.95	14,970.85	15,719.39
HAZARDOUS MATERIALS SPECIALIST	13,579.02	14,257.97	14,970.87	15,719.41	16,505.38
INFORMATION SPECIALIST	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
INFORMATION SYSTEMS ANALYST I	8,179.85	8,588.84	9,018.28	9,469.19	9,942.65
INFORMATION SYSTEMS ANALYST II	9,778.97	10,267.92	10,781.32	11,320.39	11,886.41
INFORMATION TECHNOLOGY SUPPORT SUPERVISOR	10,756.88	11,294.72	11,859.46	12,452.43	13,075.05
MANAGEMENT ANALYST	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36

EXHIBIT B
Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective June 9, 2025

POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
MANAGEMENT ANALYST - ASSOCIATE A	*	8,108.65	8,514.08	8,939.78	9,386.77	9,856.11
MANAGEMENT ANALYST - ASSOCIATE B	*	9,778.97	10,267.92	10,781.32	11,320.39	11,886.41
NETWORK & SECURITY ADMINISTRATOR	*	12,037.07	12,638.92	13,270.87	13,934.41	14,631.13
OFFICE ASSISTANT		6,029.97	6,331.47	6,648.04	6,980.44	7,329.46
PERMIT SPECIALIST		9,371.52	9,840.10	10,332.11	10,848.72	11,391.16
PERSONNEL SERVICES TECHNICIAN	*	8,027.47	8,428.84	8,850.28	9,292.79	9,757.43
PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT	*	12,932.67	13,579.30	14,258.27	14,971.18	15,719.74
PROGRAM SPECIALIST I		8,149.14	8,556.60	8,984.43	9,433.65	9,905.33
PROGRAM SPECIALIST II		10,554.28	11,081.99	11,636.09	12,217.89	12,828.78
SENIOR COMMUNITY RISK SPECIALIST		12,374.09	12,992.79	13,642.43	14,324.55	15,040.78
SENIOR DEPUTY FIRE MARSHAL		14,222.14	14,933.25	15,679.91	16,463.91	17,287.11
SENIOR FIRE MECHANIC		12,639.03	13,270.98	13,934.53	14,631.26	15,362.82
SENIOR FIRE PLANS EXAMINER		14,934.64	15,681.37	16,465.44	17,288.71	18,153.15
SENIOR HAZARDOUS MATERIALS SPECIALIST		14,934.64	15,681.37	16,465.44	17,288.71	18,153.15
SENIOR MANAGEMENT ANALYST	*	12,932.67	13,579.30	14,258.27	14,971.18	15,719.74
SENIOR PROGRAM SPECIALIST		12,037.05	12,638.90	13,270.85	13,934.39	14,631.11
SENIOR SUPPLY SERVICES SPECIALIST		7,296.48	7,661.30	8,044.37	8,446.59	8,868.92
SENIOR SYSTEMS ANALYST		11,641.45	12,223.52	12,834.70	13,476.44	14,150.26
SUPPLY SERVICES SPECIALIST I		6,029.97	6,331.47	6,648.04	6,980.44	7,329.46
SUPPLY SERVICES SPECIALIST II		6,633.16	6,964.82	7,313.06	7,678.71	8,062.65
SYSTEMS ADMINISTRATOR		11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
FIREFIGHTER TRAINEE (Extra-help)	*	9,467.78	-	-	-	-
PAID INTERN \$20 PER HR (Extra-help)	*	3,466.67	-	-	-	-
PAID INTERN \$25 PER HR (Extra-help)	*	4,333.33	-	-	-	-
COMMUNITY WILDFIRE SPECIALIST (Extra-help)	*	9,424.33	9,895.55	10,390.33	10,909.85	11,455.34
FIRE-FUELS CREW MEMBER (Extra-help)	*	4,712.16	4,947.77	5,195.16	5,454.92	5,727.67

*Unrepresented employee