

SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT
SALARY ORDINANCE

ORDINANCE NO. CFPD-2026-2-O

AN ORDINANCE AMENDING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION
DISTRICT SALARY ORDINANCE NO. CFPD-2026-1-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 Santa Clara County Central Fire Protection District Salary Ordinance No. CFPD-2026-1-O, Section 4 regarding Position Overfill shall be amended from:

The Fire Chief shall have authority to double fill up to thirty-five (35) positions on a temporary basis for specific training and potential growth purposes, for a period not to exceed twenty-four (24) months per position.

to read as follows:

The Fire Chief shall have authority to double fill up to fifteen (15) positions on a temporary basis for specific training and potential growth purposes, for a period not to exceed twenty-four (24) months per position.

SECTION 2:

Exhibit A – Schedule of Job Classifications and Positions – to Ordinance CFPD-2026-1-O shall be amended from:

Total No. of FTEs	Position Title
1	PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT
1	SENIOR MANAGEMENT ANALYST
1	INFORMATION SPECIALIST

to read as follows to change the titles of the classifications:

Total No. of FTEs	Position Title
1	DEPUTY DIRECTOR OF BUSINESS SERVICES
1	DEPUTY DIRECTOR OF PERSONNEL SERVICES
1	PUBLIC INFORMATION SPECIALIST

SECTION 3:

In Exhibit A – Schedule of Job Classifications and Positions – to Ordinance CFPD-2026-1-O, the following shall be added:

Total No. of FTEs	Position Title		Position Title
1	BATTALION CHIEF	or	COMMUNITY RISK PROGRAM DIRECTOR
1	COMMUNITY RISK SPECIALIST I	or	COMMUNITY RISK SPECIALIST II
14	FIRE CAPTAIN		
20	FIREFIGHTER/ENGINEER	or	FIREFIGHTER or FIREFIGHTER TRAINEE (Extra-help)*
1	GENERAL MAINT. CRAFTSWORKER		
1	PARTS & SERVICE SUPERVISOR		
1	SENIOR DEPUTY FIRE MARSHAL		
1	SENIOR SYSTEMS ANALYST		

SECTION 4:

In Exhibit A – Schedule of Job Classifications and Positions – to Ordinance CFPD-2026-1-O, the following shall be deleted:

Total No. of FTEs	Position Title		Position Title
1	COMMUNITY RISK PROGRAM DIRECTOR		
1	DATABASE ADMINISTRATOR		
1	DEPUTY FIRE MARSHAL I	or	DEPUTY FIRE MARSHAL II or ASSOC. FIRE PLANS EXAMINER or FIRE PLANS EXAMINER
1	SENIOR COMMUNITY RISK SPECIALIST		

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SECTION 5:

Exhibit B – Schedule of Monthly Salary Rates by Position – to Ordinance CFPD-2026-1-O shall be amended to change the title of the Principal Financial Analyst/Accountant classification, Senior Management Analyst classification, and Information Specialist classification as listed below.

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
DEPUTY DIRECTOR OF BUSINESS SERVICES	15,830.72	16,622.26	17,453.37	18,326.04	19,242.34
DEPUTY DIRECTOR OF PERSONNEL SERVICES	15,830.72	16,622.26	17,453.37	18,326.04	19,242.34
PUBLIC INFORMATION SPECIALIST	11,920.56	12,516.59	13,142.42	13,799.54	14,489.52

SECTION 6:

Exhibit B – Schedule of Monthly Salary Rates by Position – to Ordinance No. CFPD-2026-1-O, shall be amended to add the classification and salary listed below.

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
PARTS AND SERVICE SUPERVISOR	12,283.66	12,897.84	13,542.73	14,219.87	14,930.86

SECTION 7:

Exhibit B – Schedule of Monthly Salary Rates by Position – to Ordinance No. CFPD-2026-1-O, shall be amended to delete the classification and salary listed below.

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
DATABASE ADMINISTRATOR	11,920.56	12,516.59	13,142.42	13,799.54	14,489.52

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SECTION 8:

This Ordinance shall take effect June 23, 2026 and all sections shall be implemented on July 6, 2026 (Pay Period 26/15).

PASSED AND ADOPTED by the Board of Directors of the Santa Clara County Central Fire Protection District, State of California, this JUN 23 2026 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 July 6, 2026

TOTAL POSITIONS: 78
TOTAL FTEs: 378

Total No. of FTEs	Position Title		Position Title	
3	ADMINISTRATIVE ASSISTANT I			
6	ADMINISTRATIVE ASSISTANT II			
3	ASSISTANT CHIEF			*
1	ASSISTANT CHIEF	or	DIRECTOR OF FIRE PREVENTION	*
1	ASSISTANT FIRE MARSHAL			
11	BATTALION CHIEF			
1	BATTALION CHIEF	or	COMMUNITY RISK PROGRAM DIRECTOR	
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			
3	COMMUNITY RISK SPECIALIST I	or	COMMUNITY RISK SPECIALIST II	
1	COMMUNITY WILDFIRE SPECIALIST			
1	CONTRACT COMPLIANCE ANALYST			*
1	DEPUTY DIRECTOR OF BUSINESS SERVICES			
1	DEPUTY DIRECTOR OF COMMUNICATIONS			*
1	DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT			*
1	DEPUTY DIRECTOR OF PERSONNEL SERVICES			
2	DEPUTY FIRE CHIEF	or	ASSISTANT CHIEF	*
15	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			*
86	FIRE CAPTAIN			
1	FIRE CHIEF			*
2	FIRE FUELS CREW SUPERVISOR			
3	FIRE MECHANIC I	or	FIRE MECHANIC II	
185	FIREFIGHTER/ENGINEER	or	FIREFIGHTER or FIREFIGHTER TRAINEE (Extra-help)*	
3	GENERAL MAINT. CRAFTSMAN			
1	GIS ANALYST			
1	HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL			
2	HAZARDOUS MATERIALS SPECIALIST	or	HAZARDOUS MATERIALS INSPECTOR	
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	PARTS & SERVICE SUPERVISOR			
1	PERMIT SPECIALIST			
1	PERSONNEL SERVICES TECHNICIAN			*

Total No. of FTEs	Position Title		Position Title	
2	PROGRAM SPECIALIST I	or	PROGRAM SPECIALIST II	
1	PUBLIC INFORMATION SPECIALIST			*
1	SENIOR COMMUNITY RISK SPECIALIST			
3	SENIOR DEPUTY FIRE MARSHAL			
1	SENIOR FIRE PLANS EXAMINER			
1	SENIOR HAZARDOUS MATERIALS SPECIALIST			
1	SENIOR PROGRAM SPECIALIST			
1	SENIOR SUPPLY SERVICES SPECIALIST			
2	SENIOR SYSTEMS ANALYST			
1	SUPPLY SERVICES SPECIALIST I	or	SUPPLY SERVICES SPECIALIST II	
1	SYSTEMS ADMINISTRATOR			

*See Resolution No. CFPD-2025-7 for Unrepresented employee benefits

EXHIBIT B
Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective July 6, 2026

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	7,031.15	7,382.71	7,751.85	8,139.44	8,546.41
ADMINISTRATIVE ASSISTANT II	8,509.12	8,934.58	9,381.31	9,850.38	10,342.90
ADMINISTRATIVE ASSISTANT III	* 10,365.71	10,884.00	11,428.20	11,999.61	12,599.59
ADMINISTRATIVE ASSISTANT IV	* 11,920.56	12,516.59	13,142.42	13,799.54	14,489.52
ASSISTANT CHIEF	* 21,736.90	22,823.75	23,964.94	25,163.19	26,421.35
ASSISTANT FIRE MARSHAL	18,200.73	19,110.77	20,066.31	21,069.63	22,123.11
ASSOC. FIRE PLANS EXAMINER	13,090.55	13,745.08	14,432.33	15,153.95	15,911.65
BATTALION CHIEF	19,495.37	20,470.14	21,493.65	22,568.33	23,696.75
BATTALION CHIEF - PRE-FIRE MANAGEMENT & WILDFIRE RESILIENCE	19,495.37	20,470.14	21,493.65	22,568.33	23,696.75
BENEFITS/PAYROLL ANALYST	* 11,920.56	12,516.59	13,142.42	13,799.54	14,489.52
BUSINESS SERVICES ASSOCIATE I	7,031.15	7,382.71	7,751.85	8,139.44	8,546.41
BUSINESS SERVICES ASSOCIATE II	8,509.12	8,934.58	9,381.31	9,850.38	10,342.90
BUSINESS SERVICES ASSOCIATE III	10,365.71	10,884.00	11,428.20	11,999.61	12,599.59
CHIEF FIRE MECHANIC	14,035.46	14,737.23	15,474.09	16,247.79	17,060.18
COMMUNITY RISK PROGRAM DIRECTOR	16,852.88	17,695.52	18,580.30	19,509.32	20,484.79
COMMUNITY RISK SPECIALIST I	9,933.81	10,430.50	10,952.03	11,499.63	12,074.61
COMMUNITY RISK SPECIALIST II	11,914.72	12,510.46	13,135.98	13,792.78	14,482.42
COMMUNITY WILDFIRE SPECIALIST	11,187.54	11,746.92	12,334.27	12,950.98	13,598.53
COMMUNITY WILDFIRE SPECIALIST (Extra-help)	* 9,989.79	10,489.28	11,013.74	11,564.43	12,142.65
CONTRACT COMPLIANCE ANALYST	* 11,920.56	12,516.59	13,142.42	13,799.54	14,489.52
DATABASE ADMINISTRATOR	11,920.56	12,516.59	13,142.42	13,799.54	14,489.52
DEPUTY DIRECTOR OF BUSINESS SERVICES	* 15,830.72	16,622.26	17,453.37	18,326.04	19,242.34
DEPUTY DIRECTOR OF COMMUNICATIONS	* 17,149.14	18,006.60	18,906.93	19,852.28	20,844.89
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	* 17,149.14	18,006.60	18,906.93	19,852.28	20,844.89
DEPUTY DIRECTOR OF PERSONNEL SERVICES	* 15,830.72	16,622.26	17,453.37	18,326.04	19,242.34
DEPUTY FIRE CHIEF	* 24,052.16	25,254.77	26,517.51	27,843.39	29,235.56
DEPUTY FIRE MARSHAL I	12,459.10	13,082.06	13,736.16	14,422.97	15,144.12
DEPUTY FIRE MARSHAL II	13,708.32	14,393.74	15,113.43	15,869.10	16,662.56
DEPUTY FIRE MARSHAL TRAINEE	8,994.90	9,444.65	-	-	-
DIRECTOR OF BUSINESS SERVICES	* 21,084.25	22,138.46	23,245.38	24,407.65	25,628.03
DIRECTOR OF COMMUNICATIONS	* 18,026.29	18,927.60	19,873.98	20,867.68	21,911.06
DIRECTOR OF EMERGENCY MANAGEMENT	* 18,026.29	18,927.60	19,873.98	20,867.68	21,911.06
DIRECTOR OF FIRE PREVENTION	* 21,084.25	22,138.46	23,245.38	24,407.65	25,628.03
DIRECTOR OF INFORMATION TECHNOLOGY	* 20,080.23	21,084.24	22,138.45	23,245.37	24,407.64
DIRECTOR OF PERSONNEL SERVICES	* 20,080.23	21,084.24	22,138.45	23,245.37	24,407.64
DIRECTOR OF SUPPORT SERVICES	* 20,080.23	21,084.24	22,138.45	23,245.37	24,407.64
EMS PROGRAM NURSE MANAGER	* 15,830.72	16,622.26	17,453.37	18,326.04	19,242.34
EXECUTIVE ASSISTANT TO THE FIRE CHIEF	* 11,920.56	12,516.59	13,142.42	13,799.54	14,489.52
FACILITIES MAINTENANCE MANAGER	14,035.46	14,737.23	15,474.09	16,247.79	17,060.18
FINANCIAL ANALYST/ACCOUNTANT	* 11,920.56	12,516.59	13,142.42	13,799.54	14,489.52
FIRE CAPTAIN	14,571.97	15,300.57	16,065.60	16,868.88	17,712.32
FIRE CHIEF	* 26,717.59	28,053.47	29,456.14	30,928.95	32,475.40
FIRE FUELS CREW SUPERVISOR	13,357.35	14,025.22	14,726.48	15,462.80	16,235.94
FIRE MECHANIC I	9,305.58	9,770.86	10,259.40	10,772.37	11,310.99
FIRE MECHANIC II	11,166.96	11,725.31	12,311.58	12,927.16	13,573.52
FIRE PLANS EXAMINER	14,393.76	15,113.45	15,869.12	16,662.58	17,495.71
FIRE-FUELS CREW MEMBER (Extra-help)	* 4,994.89	5,244.63	5,506.86	5,782.20	6,071.31
FIREFIGHTER	11,039.43	11,591.40	12,170.97	12,779.52	13,418.50
FIREFIGHTER TRAINEE (Extra-help)	* 10,035.85	-	-	-	-
FIREFIGHTER/ENGINEER	12,143.36	12,750.53	13,388.06	14,057.46	14,760.33
GENERAL MAINT. CRAFTSWORKER	9,282.93	9,747.08	10,234.43	10,746.15	11,283.46
GIS ANALYST	11,920.56	12,516.59	13,142.42	13,799.54	14,489.52
HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL	18,200.73	19,110.77	20,066.31	21,069.63	22,123.11
HAZARDOUS MATERIALS INSPECTOR	13,708.32	14,393.74	15,113.43	15,869.10	16,662.56
HAZARDOUS MATERIALS SPECIALIST	14,393.76	15,113.45	15,869.12	16,662.58	17,495.71

EXHIBIT B
Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective July 6, 2026

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
INFORMATION SYSTEMS ANALYST I	8,670.64	9,104.17	9,559.38	10,037.35	10,539.22
INFORMATION SYSTEMS ANALYST II	10,365.71	10,884.00	11,428.20	11,999.61	12,599.59
INFORMATION TECHNOLOGY SUPPORT SUPERVISOR	11,402.29	11,972.40	12,571.02	13,199.57	13,859.55
MANAGEMENT ANALYST	* 11,920.56	12,516.59	13,142.42	13,799.54	14,489.52
MANAGEMENT ANALYST - ASSOCIATE A	* 8,595.17	9,024.93	9,476.18	9,949.99	10,447.49
MANAGEMENT ANALYST - ASSOCIATE B	* 10,365.71	10,884.00	11,428.20	11,999.61	12,599.59
NETWORK & SECURITY ADMINISTRATOR	* 14,035.46	14,737.23	15,474.09	16,247.79	17,060.18
OFFICE ASSISTANT	6,391.77	6,711.36	7,046.93	7,399.28	7,769.24
PAID INTERN \$20 PER HR (Extra-help)	* 3,466.67	-	-	-	-
PAID INTERN \$25 PER HR (Extra-help)	* 4,333.33	-	-	-	-
PARTS & SERVICE SUPERVISOR	12,283.66	12,897.84	13,542.73	14,219.87	14,930.86
PERMIT SPECIALIST	9,933.81	10,430.50	10,952.03	11,499.63	12,074.61
PERSONNEL SERVICES TECHNICIAN	* 8,509.12	8,934.58	9,381.31	9,850.38	10,342.90
PROGRAM SPECIALIST I	8,638.09	9,069.99	9,523.49	9,999.66	10,499.64
PROGRAM SPECIALIST II	11,187.54	11,746.92	12,334.27	12,950.98	13,598.53
PUBLIC INFORMATION SPECIALIST	* 11,920.56	12,516.59	13,142.42	13,799.54	14,489.52
SENIOR COMMUNITY RISK SPECIALIST	13,116.54	13,772.37	14,460.99	15,184.04	15,943.24
SENIOR DEPUTY FIRE MARSHAL	15,075.47	15,829.24	16,620.70	17,451.74	18,324.33
SENIOR FIRE MECHANIC	13,397.37	14,067.24	14,770.60	15,509.13	16,284.59
SENIOR FIRE PLANS EXAMINER	15,830.72	16,622.26	17,453.37	18,326.04	19,242.34
SENIOR HAZARDOUS MATERIALS SPECIALIST	15,830.72	16,622.26	17,453.37	18,326.04	19,242.34
SENIOR PROGRAM SPECIALIST	12,759.27	13,397.23	14,067.09	14,770.44	15,508.96
SENIOR SUPPLY SERVICES SPECIALIST	7,734.27	8,120.98	8,527.03	8,953.38	9,401.05
SENIOR SYSTEMS ANALYST	12,339.94	12,956.94	13,604.79	14,285.03	14,999.28
SUPPLY SERVICES SPECIALIST I	6,391.77	6,711.36	7,046.93	7,399.28	7,769.24
SUPPLY SERVICES SPECIALIST II	7,031.15	7,382.71	7,751.85	8,139.44	8,546.41
SYSTEMS ADMINISTRATOR	11,920.56	12,516.59	13,142.42	13,799.54	14,489.52

*Unrepresented employee