SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT
SALARY ORDINANCE

ORDINANCE NO. CFPD-2027-1-O

AN ORDINANCE OF THE SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT FIXING THE COMPENSATION AND SALARY OF THE EMPLOYEES IN THE OFFICES OF THE SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT 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:

Adopted: 11/03/2026

SECTION 1: DEPARTMENTAL POSITION ALLOCATIONS AND COMPENSATION

Based upon competent evidence submitted at the salary hearings of the County of Santa Clara for the fiscal year 2026/2027, and acting pursuant to the provisions of the Fire Protection District Law of 1987, the wages found herein may be modified in order to reflect those prevailing throughout Santa Clara County for comparable work. 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^{th}) 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," in Exhibit A – Schedule of Job Classifications and Positions.

SECTION 2: JOB CLASSIFICATIONS AND SALARY RANGES

The officers, deputies, assistants, and employees of the District shall be classified and 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 the appropriate salary range depending on the difficulty of recruitment, unusual qualifications, or upon prevailing rates being paid, upon the recommendation and approval of the Fire Chief.

(3) Upon the recommendation and approval of the Fire Chief, the rate of compensation for those employees who were hired on an exempt, unclassified, or contractual arrangement and subsequently converted to extra help may be set at the salary step closest to their previous salary, but not to exceed the third step of the appropriate salary range.

(4) Upon the recommendation and approval of the Fire Chief, the District may hire paid interns. Per individual, internships will be limited to 990 hours per fiscal year and will be compensated at either $20 or $25 per hour, depending on the qualifications or prevailing rates being paid for similar work. The rate of pay is fixed and will not be subject to cost of living adjustments provided to other positions covered by the Ordinance.

SECTION 3: SALARY SCHEDULE

Exhibit B – 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. See Resolution No. CFPD-2025-9 for Unrepresented employee benefits.

SECTION 4: POSITION OVERFILL

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 5: REPEAL OF CONFLICTING ORDINANCES

It is the intention of the Board of Directors of the Santa Clara County Central Fire Protection District that all salary ordinances inconsistent herewith that were implemented prior to November 23, 2026 will be repealed, and that this Ordinance hereby designated CFPD-2027-1-O be substituted in place thereof.

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SECTION 6:

This Ordinance shall take effect November 3, 2026 and all sections shall be implemented on November 23, 2026 (Pay Period 26/25).

PASSED AND ADOPTED by the Board of Directors of the Santa Clara County Central Fire Protection District, State of California, this NOV 0 3 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:

FOR MASA SHIOHIRA

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 November 23, 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. CRAFTSWORKER			
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-2025-9 for Unrepresented employee benefits

EXHIBIT B
Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective November 23, 2026

POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I		7,453.02	7,825.67	8,216.95	8,627.80	9,059.19
ADMINISTRATIVE ASSISTANT II		9,019.67	9,470.65	9,944.18	10,441.39	10,963.46
ADMINISTRATIVE ASSISTANT III	*	10,987.65	11,537.03	12,113.88	12,719.57	13,355.55
ADMINISTRATIVE ASSISTANT IV	*	12,635.79	13,267.58	13,930.96	14,627.51	15,358.89
ASSISTANT CHIEF	*	23,367.17	24,535.53	25,762.31	27,050.43	28,402.95
ASSISTANT FIRE MARSHAL		19,292.77	20,257.41	21,270.28	22,333.79	23,450.48
ASSOC. FIRE PLANS EXAMINER		13,875.98	14,569.78	15,298.27	16,063.18	16,866.34
BATTALION CHIEF		20,957.52	22,005.40	23,105.67	24,260.95	25,474.00
BATTALION CHIEF - PRE-FIRE MANAGEMENT & WILDFIRE RESILIENCE		20,957.52	22,005.40	23,105.67	24,260.95	25,474.00
BENEFITS/PAYROLL ANALYST	*	12,635.79	13,267.58	13,930.96	14,627.51	15,358.89
BUSINESS SERVICES ASSOCIATE I		7,453.02	7,825.67	8,216.95	8,627.80	9,059.19
BUSINESS SERVICES ASSOCIATE II		9,019.67	9,470.65	9,944.18	10,441.39	10,963.46
BUSINESS SERVICES ASSOCIATE III		10,987.65	11,537.03	12,113.88	12,719.57	13,355.55
CHIEF FIRE MECHANIC		14,877.59	15,621.47	16,402.54	17,222.67	18,083.80
COMMUNITY RISK PROGRAM DIRECTOR		17,864.05	18,757.25	19,695.11	20,679.87	21,713.86
COMMUNITY RISK SPECIALIST I		10,529.84	11,056.33	11,609.15	12,189.61	12,799.09
COMMUNITY RISK SPECIALIST II		12,629.60	13,261.08	13,924.13	14,620.34	15,351.36
COMMUNITY WILDFIRE SPECIALIST		11,858.79	12,451.73	13,074.32	13,728.04	14,414.44
COMMUNITY WILDFIRE SPECIALIST (Extra-help)	*	10,589.18	11,118.64	11,674.57	12,258.30	12,871.22
CONTRACT COMPLIANCE ANALYST	*	12,635.79	13,267.58	13,930.96	14,627.51	15,358.89
DATABASE ADMINISTRATOR		12,635.79	13,267.58	13,930.96	14,627.51	15,358.89
DEPUTY DIRECTOR OF BUSINESS SERVICES	*	16,780.56	17,619.59	18,500.57	19,425.60	20,396.88
DEPUTY DIRECTOR OF COMMUNICATIONS	*	18,178.09	19,086.99	20,041.34	21,043.41	22,095.58
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	*	18,178.09	19,086.99	20,041.34	21,043.41	22,095.58
DEPUTY DIRECTOR OF PERSONNEL SERVICES	*	16,780.56	17,619.59	18,500.57	19,425.60	20,396.88
DEPUTY FIRE CHIEF	*	25,856.07	27,148.87	28,506.31	29,931.63	31,428.21
DEPUTY FIRE MARSHAL I		13,206.65	13,866.98	14,560.33	15,288.35	16,052.77
DEPUTY FIRE MARSHAL II		14,530.82	15,257.36	16,020.23	16,821.24	17,662.30
DEPUTY FIRE MARSHAL TRAINEE		9,534.59	10,011.32	-	-	-
DIRECTOR OF BUSINESS SERVICES	*	22,665.57	23,798.85	24,988.79	26,238.23	27,550.14
DIRECTOR OF COMMUNICATIONS	*	19,107.87	20,063.26	21,066.42	22,119.74	23,225.73
DIRECTOR OF EMERGENCY MANAGEMENT	*	19,107.87	20,063.26	21,066.42	22,119.74	23,225.73
DIRECTOR OF FIRE PREVENTION	*	22,665.57	23,798.85	24,988.79	26,238.23	27,550.14
DIRECTOR OF INFORMATION TECHNOLOGY	*	21,586.25	22,665.56	23,798.84	24,988.78	26,238.22
DIRECTOR OF PERSONNEL SERVICES	*	21,586.25	22,665.56	23,798.84	24,988.78	26,238.22
DIRECTOR OF SUPPORT SERVICES	*	21,586.25	22,665.56	23,798.84	24,988.78	26,238.22
EMS PROGRAM NURSE MANAGER	*	16,780.56	17,619.59	18,500.57	19,425.60	20,396.88
EXECUTIVE ASSISTANT TO THE FIRE CHIEF	*	12,635.79	13,267.58	13,930.96	14,627.51	15,358.89
FACILITIES MAINTENANCE MANAGER		14,877.59	15,621.47	16,402.54	17,222.67	18,083.80
FINANCIAL ANALYST/ACCOUNTANT	*	12,635.79	13,267.58	13,930.96	14,627.51	15,358.89
FIRE CAPTAIN		15,446.29	16,218.60	17,029.53	17,881.01	18,775.06
FIRE CHIEF	*	28,721.41	30,157.48	31,665.35	33,248.62	34,911.05
FIRE FUELS CREW SUPERVISOR		14,158.79	14,866.73	15,610.07	16,390.57	17,210.10
FIRE MECHANIC I		9,863.91	10,357.11	10,874.97	11,418.72	11,989.66
FIRE MECHANIC II		11,836.98	12,428.83	13,050.27	13,702.78	14,387.92
FIRE PLANS EXAMINER		15,257.39	16,020.26	16,821.27	17,662.33	18,545.45
FIRE-FUELS CREW MEMBER (Extra-help)	*	5,294.58	5,559.31	5,837.28	6,129.14	6,435.60
FIREFIGHTER		11,701.80	12,286.89	12,901.23	13,546.29	14,223.60
FIREFIGHTER TRAINEE (Extra-help)	*	10,638.00	-	-	-	-
FIREFIGHTER/ENGINEER		12,871.96	13,515.56	14,191.34	14,900.91	15,645.96
GENERAL MAINT. CRAFTSWORKER		9,839.91	10,331.91	10,848.51	11,390.94	11,960.49
GIS ANALYST		12,635.79	13,267.58	13,930.96	14,627.51	15,358.89
HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL		19,292.77	20,257.41	21,270.28	22,333.79	23,450.48
HAZARDOUS MATERIALS INSPECTOR		14,530.82	15,257.36	16,020.23	16,821.24	17,662.30
HAZARDOUS MATERIALS SPECIALIST		15,257.39	16,020.26	16,821.27	17,662.33	18,545.45
INFORMATION SYSTEMS ANALYST I		9,190.88	9,650.42	10,132.94	10,639.59	11,171.57

EXHIBIT B
Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective November 23, 2026

POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
INFORMATION SYSTEMS ANALYST II		10,987.65	11,537.03	12,113.88	12,719.57	13,355.55
INFORMATION TECHNOLOGY SUPPORT SUPERVISOR		12,086.43	12,690.75	13,325.29	13,991.55	14,691.13
MANAGEMENT ANALYST	*	12,635.79	13,267.58	13,930.96	14,627.51	15,358.89
MANAGEMENT ANALYST - ASSOCIATE A	*	9,110.88	9,566.42	10,044.74	10,546.98	11,074.33
MANAGEMENT ANALYST - ASSOCIATE B	*	10,987.65	11,537.03	12,113.88	12,719.57	13,355.55
NETWORK & SECURITY ADMINISTRATOR	*	14,877.59	15,621.47	16,402.54	17,222.67	18,083.80
OFFICE ASSISTANT		6,775.28	7,114.04	7,469.74	7,843.23	8,235.39
PAID INTERN $20 PER HR (Extra-help)	*	3,466.67	-	-	-	-
PAID INTERN $25 PER HR (Extra-help)	*	4,333.33	-	-	-	-
PARTS & SERVICE SUPERVISOR		13,020.68	13,671.71	14,355.30	15,073.07	15,826.72
PERMIT SPECIALIST		10,529.84	11,056.33	11,609.15	12,189.61	12,799.09
PERSONNEL SERVICES TECHNICIAN	*	9,019.67	9,470.65	9,944.18	10,441.39	10,963.46
PROGRAM SPECIALIST I		9,156.38	9,614.20	10,094.91	10,599.66	11,129.64
PROGRAM SPECIALIST II		11,858.79	12,451.73	13,074.32	13,728.04	14,414.44
PUBLIC INFORMATION SPECIALIST	*	12,635.79	13,267.58	13,930.96	14,627.51	15,358.89
SENIOR COMMUNITY RISK SPECIALIST		13,903.53	14,598.71	15,328.65	16,095.08	16,899.83
SENIOR DEPUTY FIRE MARSHAL		15,980.00	16,779.00	17,617.95	18,498.85	19,423.79
SENIOR FIRE MECHANIC		14,201.21	14,911.27	15,656.83	16,439.67	17,261.65
SENIOR FIRE PLANS EXAMINER		16,780.56	17,619.59	18,500.57	19,425.60	20,396.88
SENIOR HAZARDOUS MATERIALS SPECIALIST		16,780.56	17,619.59	18,500.57	19,425.60	20,396.88
SENIOR PROGRAM SPECIALIST		13,524.83	14,201.07	14,911.12	15,656.68	16,439.51
SENIOR SUPPLY SERVICES SPECIALIST		8,198.33	8,608.25	9,038.66	9,490.59	9,965.12
SENIOR SYSTEMS ANALYST		13,080.34	13,734.36	14,421.08	15,142.13	15,899.24
SUPPLY SERVICES SPECIALIST I		6,775.28	7,114.04	7,469.74	7,843.23	8,235.39
SUPPLY SERVICES SPECIALIST II		7,453.02	7,825.67	8,216.95	8,627.80	9,059.19
SYSTEMS ADMINISTRATOR		12,635.79	13,267.58	13,930.96	14,627.51	15,358.89

*Unrepresented employee