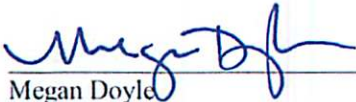


AYES: CHAVEZ, CORTESE, SIMITIAN, WASSERMAN, YEAGER
NOES: NONE
ABSENT: NONE




S. Joseph Simitian, President
BOARD OF DIRECTORS



Megan Doyle
Clerk of the Board

APPROVED AS TO FORM AND LEGALITY:



Cheryl A. Stevens
Deputy County Counsel

EXHIBIT A

Santa Clara County Central Fire Protection District
 Schedule of Monthly Salary Rates by Position
 Effective March 12, 2018

Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	5,265.32	5,528.59	5,805.02	6,095.27	6,400.03
ADMINISTRATIVE ASSISTANT II	6,372.12	6,690.73	7,025.27	7,376.53	7,745.36
ADMINISTRATIVE ASSISTANT III *	7,762.43	8,150.55	8,558.08	8,985.98	9,435.28
ADMINISTRATIVE ASSISTANT IV *	8,926.79	9,373.13	9,841.79	10,333.88	10,850.57
ARSON INVESTIGATOR I	10,526.93	11,053.28	11,605.94	12,186.24	12,795.55
ARSON INVESTIGATOR II	11,823.70	12,414.89	13,035.63	13,687.41	14,371.78
ASSISTANT DEPUTY DIRECTOR OF COMMUNITY EDUCATION SRVCS *	10,510.55	11,036.08	11,587.88	12,167.27	12,775.63
ASSISTANT FIRE CHIEF *	17,094.78	17,949.52	18,847.00	19,789.35	20,778.82
ASSISTANT FIRE MARSHAL	12,821.96	13,463.06	14,136.21	14,843.02	15,585.17
ASSOC. FIRE PROTECTION ENGINEER	9,093.64	9,548.32	10,025.74	10,527.03	11,053.38
BATTALION CHIEF	13,856.10	14,548.91	15,276.36	16,040.18	16,842.19
BUSINESS SERVICES ASSOCIATE I	5,265.32	5,528.59	5,805.02	6,095.27	6,400.03
BUSINESS SERVICES ASSOCIATE II	6,372.12	6,690.73	7,025.27	7,376.53	7,745.36
CHIEF FIRE INVESTIGATOR	12,821.96	13,463.06	14,136.21	14,843.02	15,585.17
CONSTRUCTION COORDINATOR	10,510.55	11,036.08	11,587.88	12,167.27	12,775.63
DATA BASE ADMINISTRATOR *	8,926.79	9,373.13	9,841.79	10,333.88	10,850.57
DEPUTY CHIEF *	15,449.22	16,221.68	17,032.76	17,884.40	18,778.62
DEPUTY DIRECTOR OF COMMUNICATIONS*	12,842.24	13,484.35	14,158.57	14,866.50	15,609.83
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT *	11,089.75	11,644.24	12,226.45	12,837.77	13,479.66
DEPUTY FIRE MARSHAL I	9,093.64	9,548.32	10,025.74	10,527.03	11,053.38
DEPUTY FIRE MARSHAL II	10,265.58	10,778.86	11,317.80	11,883.69	12,477.87
DEPUTY FIRE MARSHAL TRAINEE	6,735.88	7,072.67			
DIRECTOR OF BUSINESS SERVICES *	15,011.00	15,761.55	16,549.63	17,377.11	18,245.97
DIRECTOR OF COMMUNICATIONS*	13,499.11	14,174.07	14,882.77	15,626.91	16,408.26
DIRECTOR OF EMERGENCY MANAGEMENT *	12,821.96	13,463.06	14,136.21	14,843.02	15,585.17
DIRECTOR OF FIRE PREVENTION*	15,011.00	15,761.55	16,549.63	17,377.11	18,245.97
DIRECTOR OF PERSONNEL SERVICES *	13,880.58	14,574.61	15,303.34	16,068.51	16,871.94
EMS COORDINATOR *	10,111.75	10,617.34	11,148.21	11,705.62	12,290.90
FINANCIAL ANALYST/ACCOUNTANT *	8,926.79	9,373.13	9,841.79	10,333.88	10,850.57
FIRE CAPTAIN	10,912.31	11,457.93	12,030.83	12,632.37	13,263.99
FIRE CHIEF *	18,989.21	19,938.67	20,935.60	21,982.38	23,081.50
FIRE MECHANIC I	6,968.55	7,316.98	7,682.83	8,066.97	8,470.32
FIRE MECHANIC II	8,362.44	8,780.56	9,219.59	9,680.57	10,164.60
FIRE PROTECTION ENGINEER	10,265.58	10,778.86	11,317.80	11,883.69	12,477.87
FIREFIGHTER - TRAINEE (Extra Help)	8,184.28				
FIREFIGHTER/ENGINEER	9,093.64	9,548.32	10,025.74	10,527.03	11,053.38
GENERAL MAINT. CRAFTSWORKER	6,951.58	7,299.16	7,664.12	8,047.33	8,449.70
GIS ANALYST *	8,926.79	9,373.13	9,841.79	10,333.88	10,850.57
HAZARDOUS MATERIALS SPECIALIST	10,265.58	10,778.86	11,317.80	11,883.69	12,477.87
INFORMATION SPECIALIST	8,926.79	9,373.13	9,841.79	10,333.88	10,850.57
INFORMATION SYSTEMS ANALYST I	6,493.07	6,817.72	7,158.61	7,516.54	7,892.37
INFORMATION SYSTEMS ANALYST II	7,762.43	8,150.55	8,558.08	8,985.98	9,435.28
INFORMATION TECHNOLOGY OFFICER *	12,821.96	13,463.06	14,136.21	14,843.02	15,585.17
INFORMATION TECHNOLOGY PROJECT COODINATOR*	8,926.79	9,373.13	9,841.79	10,333.88	10,850.57
MANAGEMENT ANALYST - ASSOCIATE A *	6,436.56	6,758.39	7,096.31	7,451.13	7,823.69
MANAGEMENT ANALYST - ASSOCIATE B *	7,762.43	8,150.55	8,558.08	8,985.98	9,435.28
MANAGEMENT ANALYST *	8,926.79	9,373.13	9,841.79	10,333.88	10,850.57
NETWORK & SECURITY ADMINISTRATOR*	9,554.88	10,032.62	10,534.25	11,060.96	11,614.01
OFFICE ASSISTANT	4,786.51	5,025.84	5,277.13	5,540.99	5,818.04
PERSONNEL SERVICES TECHNICIAN*	6,372.12	6,690.73	7,025.27	7,376.53	7,745.36
PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT *	10,265.81	10,779.10	11,318.06	11,883.96	12,478.16
PROGRAM SPECIALIST I	6,468.69	6,792.12	7,131.73	7,488.32	7,862.74
PROGRAM SPECIALIST II	8,377.87	8,796.76	9,236.60	9,698.43	10,183.35
SENIOR DEPUTY FIRE MARSHAL	11,089.75	11,644.24	12,226.45	12,837.77	13,479.66
SENIOR FIRE MECHANIC	10,032.71	10,534.35	11,061.07	11,614.12	12,194.83

EXHIBIT A

**Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective March 12, 2018**

Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SENIOR FIRE PROTECTION ENGINEER	11,089.75	11,644.24	12,226.45	12,837.77	13,479.66
SENIOR HAZARDOUS MATERIALS SPECIALIST	11,366.73	11,935.07	12,531.82	13,158.41	13,816.33
SENIOR PROGRAM SPECIALIST	9,554.87	10,032.61	10,534.24	11,060.95	11,614.00
SUPPLY SERVICES SPECIALIST I	4,786.51	5,025.84	5,277.13	5,540.99	5,818.04
SUPPLY SERVICES SPECIALIST II	5,265.32	5,528.59	5,805.02	6,095.27	6,400.03
SUPPLY SERVICES SPECIALIST, Hired prior to August 1, 2016	8,646.02	9,078.32	9,532.24	10,008.85	10,509.29

* - Non Represented Positions