

SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT
SALARY ORDINANCE

ORDINANCE NO. CFPD-2020-2

AN ORDINANCE AMENDING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION
ORDINANCE NO. CFPD-2020-1, 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 SECTION 3: SALARY SCHEDULE the following shall be deleted:

| Total No. of FTEs | Position Title | | Position Title | |
|-------------------|--|----|------------------------------------|---|
| 165 | FIREFIGHTER/ENGINEER | or | FIREFIGHTER TRAINEE (Extra-help) * | |
| 3 | DEPUTY FIRE MARSHAL TRAINEE | | | |
| 1 | INFORMATION TECHNOLOGY PROJECT COORDINATOR | | | * |

SECTION 2:

In SECTION 3: SALARY SCHEDULE the following shall be added:

| Total No. of FTEs | Position Title | | Position Title | |
|-------------------|-----------------------|----|---|---|
| 165 | FIREFIGHTER/ENGINEER | or | FIREFIGHTER or FIREFIGHTER TRAINEE (Extra-help) * | |
| 3 | DEPUTY FIRE MARSHAL I | or | DEPUTY FIRE MARSHAL TRAINEE | |
| 1 | SYSTEMS ADMINISTRATOR | | | * |

*Unrepresented employee

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SECTION 3:

The Salary Schedule shall be modified to add the classification and salary listed below.

| POSITION | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|-------------------------|---------------|---------------|---------------|---------------|---------------|
| FIREFIGHTER | 8,855.56 | 9,298.34 | 9,763.26 | 10,251.42 | 10,763.99 |
| SYSTEMS ADMINISTRATOR * | 9,562.38 | 10,040.50 | 10,542.53 | 11,069.66 | 11,623.14 |

SECTION 4:

The Salary Schedule shall be modified to adjust the salary for the classification listed below:

| POSITION | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|---------------------------------------|---------------|---------------|---------------|---------------|---------------|
| FIREFIGHTER TRAINEE (Extra-help) * | 8,050.51 | - | - | - | - |

SECTION 5:

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.

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EXHIBIT A
Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective November 4, 2019

| POSITION | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|--|-------------|-----------|-----------|-----------|-----------|
| ADMINISTRATIVE ASSISTANT I | 5,640.21 | 5,922.22 | 6,218.33 | 6,529.25 | 6,855.71 |
| ADMINISTRATIVE ASSISTANT II | 6,825.81 | 7,167.10 | 7,525.46 | 7,901.73 | 8,296.82 |
| ADMINISTRATIVE ASSISTANT III | * 8,315.12 | 8,730.88 | 9,167.42 | 9,625.79 | 10,107.08 |
| ADMINISTRATIVE ASSISTANT IV | * 9,562.38 | 10,040.50 | 10,542.53 | 11,069.66 | 11,623.14 |
| ASSISTANT FIRE CHIEF | * 18,311.93 | 19,227.53 | 20,188.91 | 21,198.36 | 22,258.28 |
| ASSISTANT FIRE MARSHAL | 14,600.18 | 15,330.19 | 16,096.70 | 16,901.54 | 17,746.62 |
| ASSOC. FIRE PLANS EXAMINER | 10,500.92 | 11,025.97 | 11,577.27 | 12,156.13 | 12,763.94 |
| BATTALION CHIEF | 14,842.65 | 15,584.78 | 16,364.02 | 17,182.22 | 18,041.33 |
| BUSINESS SERVICES ASSOCIATE I | 5,640.21 | 5,922.22 | 6,218.33 | 6,529.25 | 6,855.71 |
| BUSINESS SERVICES ASSOCIATE II | 6,825.81 | 7,167.10 | 7,525.46 | 7,901.73 | 8,296.82 |
| COMMUNITY RISK PROGRAM DIRECTOR | 12,093.17 | 12,697.83 | 13,332.72 | 13,999.36 | 14,699.33 |
| COMMUNITY RISK SPECIALIST I | 7,968.66 | 8,367.09 | 8,785.44 | 9,224.71 | 9,685.95 |
| COMMUNITY RISK SPECIALIST II | 9,557.70 | 10,035.59 | 10,537.37 | 11,064.24 | 11,617.45 |
| CONSTRUCTION COORDINATOR | 11,258.90 | 11,821.85 | 12,412.94 | 13,033.59 | 13,685.27 |
| CONTRACT COMPLIANCE ANALYST | * 9,562.38 | 10,040.50 | 10,542.53 | 11,069.66 | 11,623.14 |
| DATABASE ADMINISTRATOR | * 9,562.38 | 10,040.50 | 10,542.53 | 11,069.66 | 11,623.14 |
| DEPUTY CHIEF | * 16,549.21 | 17,376.67 | 18,245.50 | 19,157.78 | 20,115.67 |
| DEPUTY DIRECTOR OF COMMUNICATIONS | * 13,756.61 | 14,444.44 | 15,166.66 | 15,924.99 | 16,721.24 |
| DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT | * 11,879.34 | 12,473.31 | 13,096.98 | 13,751.83 | 14,439.42 |
| DEPUTY FIRE MARSHAL I | 9,994.38 | 10,494.10 | 11,018.81 | 11,569.75 | 12,148.24 |
| DEPUTY FIRE MARSHAL II | 10,996.49 | 11,546.31 | 12,123.63 | 12,729.81 | 13,366.30 |
| DEPUTY FIRE MARSHAL TRAINEE | 7,215.48 | 7,576.25 | - | - | - |
| DIRECTOR OF BUSINESS SERVICES | * 16,079.78 | 16,883.77 | 17,727.96 | 18,614.36 | 19,545.08 |
| DIRECTOR OF COMMUNICATIONS | * 14,460.24 | 15,183.25 | 15,942.41 | 16,739.53 | 17,576.51 |
| DIRECTOR OF EMERGENCY MANAGEMENT | * 13,734.89 | 14,421.63 | 15,142.71 | 15,899.85 | 16,694.84 |
| DIRECTOR OF FIRE PREVENTION | * 16,079.78 | 16,883.77 | 17,727.96 | 18,614.36 | 19,545.08 |
| DIRECTOR OF PERSONNEL SERVICES | * 14,868.87 | 15,612.31 | 16,392.93 | 17,212.58 | 18,073.21 |
| EMS COORDINATOR | * 10,831.71 | 11,373.30 | 11,941.97 | 12,539.07 | 13,166.02 |
| FINANCIAL ANALYST/ACCOUNTANT | * 9,562.38 | 10,040.50 | 10,542.53 | 11,069.66 | 11,623.14 |
| FIRE CAPTAIN | 11,689.26 | 12,273.72 | 12,887.41 | 13,531.78 | 14,208.37 |
| FIRE CHIEF | * 20,341.24 | 21,358.30 | 22,426.22 | 23,547.53 | 24,724.91 |
| FIRE MECHANIC I | 7,464.71 | 7,837.95 | 8,229.85 | 8,641.34 | 9,073.41 |
| FIRE MECHANIC II | 8,957.85 | 9,405.74 | 9,876.03 | 10,369.83 | 10,888.32 |
| FIRE PLANS EXAMINER | 11,546.31 | 12,123.63 | 12,729.81 | 13,366.30 | 14,034.62 |
| FIREFIGHTER/ENGINEER | 9,741.11 | 10,228.17 | 10,739.58 | 11,276.56 | 11,840.39 |
| FIREFIGHTER | 8,855.56 | 9,298.34 | 9,763.26 | 10,251.42 | 10,763.99 |
| GENERAL MAINT. CRAFTSWORKER | 7,446.53 | 7,818.86 | 8,209.80 | 8,620.29 | 9,051.30 |
| GIS ANALYST | * 9,562.38 | 10,040.50 | 10,542.53 | 11,069.66 | 11,623.14 |
| HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL | 14,600.18 | 15,330.19 | 16,096.70 | 16,901.54 | 17,746.62 |
| HAZARDOUS MATERIALS INSPECTOR | 10,996.49 | 11,546.31 | 12,123.63 | 12,729.81 | 13,366.30 |
| HAZARDOUS MATERIALS SPECIALIST | 11,546.31 | 12,123.63 | 12,729.81 | 13,366.30 | 14,034.62 |
| INFORMATION SPECIALIST | 9,562.38 | 10,040.50 | 10,542.53 | 11,069.66 | 11,623.14 |
| INFORMATION SYSTEMS ANALYST I | 6,955.37 | 7,303.14 | 7,668.30 | 8,051.72 | 8,454.31 |
| INFORMATION SYSTEMS ANALYST II | 8,315.12 | 8,730.88 | 9,167.42 | 9,625.79 | 10,107.08 |
| INFORMATION SYSTEMS ANALYST III | 9,146.64 | 9,603.97 | 10,084.17 | 10,588.38 | 11,117.80 |
| INFORMATION TECHNOLOGY OFFICER | * 13,734.89 | 14,421.63 | 15,142.71 | 15,899.85 | 16,694.84 |
| SYSTEMS ADMINISTRATOR | * 9,562.38 | 10,040.50 | 10,542.53 | 11,069.66 | 11,623.14 |
| MANAGEMENT ANALYST | * 9,562.38 | 10,040.50 | 10,542.53 | 11,069.66 | 11,623.14 |
| MANAGEMENT ANALYST - ASSOCIATE A | * 6,894.84 | 7,239.58 | 7,601.56 | 7,981.64 | 8,380.72 |
| MANAGEMENT ANALYST - ASSOCIATE B | * 8,315.12 | 8,730.88 | 9,167.42 | 9,625.79 | 10,107.08 |
| NETWORK & SECURITY ADMINISTRATOR | * 10,235.19 | 10,746.95 | 11,284.30 | 11,848.52 | 12,440.95 |
| OFFICE ASSISTANT | 5,127.31 | 5,383.68 | 5,652.86 | 5,935.50 | 6,232.28 |
| PERSONNEL SERVICES TECHNICIAN | * 6,825.81 | 7,167.10 | 7,525.46 | 7,901.73 | 8,296.82 |

EXHIBIT A
Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective November 4, 2019

| POSITION | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|--|---|-----------|-----------|-----------|-----------|-----------|
| PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT | * | 10,996.73 | 11,546.57 | 12,123.90 | 12,730.10 | 13,366.61 |
| PROGRAM SPECIALIST I | | 6,929.26 | 7,275.72 | 7,639.51 | 8,021.49 | 8,422.56 |
| PROGRAM SPECIALIST II | | 8,974.37 | 9,423.09 | 9,894.24 | 10,388.95 | 10,908.40 |
| SENIOR COMMUNITY RISK SPECIALIST | | 10,521.76 | 11,047.85 | 11,600.24 | 12,180.25 | 12,789.26 |
| SENIOR DEPUTY FIRE MARSHAL | | 12,093.17 | 12,697.83 | 13,332.72 | 13,999.36 | 14,699.33 |
| SENIOR FIRE MECHANIC | | 10,747.04 | 11,284.39 | 11,848.61 | 12,441.04 | 13,063.09 |
| SENIOR FIRE PLANS EXAMINER | | 12,699.01 | 13,333.96 | 14,000.66 | 14,700.69 | 15,435.72 |
| SENIOR HAZARDOUS MATERIALS SPECIALIST | | 12,699.01 | 13,333.96 | 14,000.66 | 14,700.69 | 15,435.72 |
| SENIOR MANAGEMENT ANALYST | * | 10,996.73 | 11,546.57 | 12,123.90 | 12,730.10 | 13,366.61 |
| SENIOR PROGRAM SPECIALIST | | 10,235.17 | 10,746.93 | 11,284.28 | 11,848.49 | 12,440.91 |
| SUPPLY SERVICES SPECIALIST I | | 5,127.31 | 5,383.68 | 5,652.86 | 5,935.50 | 6,232.28 |
| SUPPLY SERVICES SPECIALIST II | | 5,640.21 | 5,922.22 | 6,218.33 | 6,529.25 | 6,855.71 |
| SUPPLY SERVICES SPECIALIST, Hired before August 1, 2016 | | 9,261.62 | 9,724.70 | 10,210.94 | 10,721.49 | 11,257.56 |
| SUPPORT SERVICES MANAGER | * | 13,734.89 | 14,421.63 | 15,142.71 | 15,899.85 | 16,694.84 |
| FIREFIGHTER TRAINEE (Extra-help) | * | 8,050.51 | - | - | - | - |
| PAID INTERN \$15 PER HR (Extra-help) | * | 2,600.00 | - | - | - | - |
| PAID INTERN \$20 PER HR (Extra-help) | * | 3,466.67 | - | - | - | - |

*Unrepresented employee