

SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT
SALARY ORDINANCE

ORDINANCE NO. CFPD-2023-3-O

AN ORDINANCE AMENDING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION
ORDINANCE NO. CFPD-2023-2-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 B – Schedule of Monthly Salary Rates by Position – to Ordinance No. CFPD-2023-2-O, the following:

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
COMMUNITY RISK PROGRAM DIRECTOR	14,620.76	15,351.80	16,119.39	16,925.36	17,771.63
SENIOR SYSTEMS ANALYST COMMUNITY WILDFIRE SPECIALIST (Extra-help)	10,705.54	11,240.82	11,802.86	12,393.00	13,012.65
FIRE-FUELS CREW MEMBER (Extra-help)	* 8,666.67	9,100.00	9,555.00	10,032.75	10,534.39
	* 4,333.33	4,550.00	4,777.50	5,016.38	5,267.20

Shall be amended to read:

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
COMMUNITY RISK PROGRAM DIRECTOR	15,059.38	15,812.35	16,602.97	17,433.12	18,304.78
SENIOR SYSTEMS ANALYST COMMUNITY WILDFIRE SPECIALIST (Extra-help)	11,026.71	11,578.05	12,156.95	12,764.80	13,403.04
FIRE-FUELS CREW MEMBER (Extra-help)	* 8,926.67	9,373.00	9,841.65	10,333.73	10,850.42
	* 4,463.33	4,686.50	4,920.83	5,166.87	5,425.21

SECTION 2:

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.

///

Santa Clara County Central Fire Protection District
Salary Ordinance No. CFPD-2023-3-O

Adopted: 12/13/2022

SECTION 3:

This Ordinance shall take effect December 13, 2022 and all sections shall be implemented retroactively to November 14, 2022 (Pay Period 22/24).

PASSED AND ADOPTED by the Board of Directors of the Santa Clara County Central Fire Protection District, State of California, this DEC 13 2022 by the following vote:

CHAVEZ, ELLENBERG, LEE
AYES: **SIMITIAN, WASSERMAN**
NOES: **NONE**
ABSENT: **NONE**

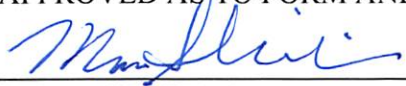


MIKE WASSERMAN, PRESIDENT
Board of Directors

Signed and certified that a copy of this document has been delivered by electronic or other means to the President, Board of Directors.

Attest:


TIFFANY LENNEAR
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 November 14, 2022

TOTAL POSITIONS: 71
TOTAL FTEs: 334

Total No. of FTEs	Position Title		Position Title	
3	ADMINISTRATIVE ASSISTANT I			
6	ADMINISTRATIVE ASSISTANT II			
1	ADMINISTRATIVE ASSISTANT III	or	ADMINISTRATIVE ASSISTANT IV	*
1	ASSISTANT FIRE CHIEF	or	DEPUTY CHIEF	*
1	ASSISTANT FIRE MARSHAL			
11	BATTALION CHIEF			
1	BATTALION CHIEF - PRE-FIRE MANAGEMENT & WILDFIRE RESILIENCE			
3	BUSINESS SERVICES ASSOCIATE I	or	BUSINESS SERVICES ASSOCIATE II	
1	COMMUNITY RISK PROGRAM DIRECTOR			
2	COMMUNITY RISK SPECIALIST I	or	COMMUNITY RISK SPECIALIST II	
1	CONTRACT COMPLIANCE ANALYST			*
1	DATABASE ADMINISTRATOR			*
3	DEPUTY CHIEF			*
1	DEPUTY CHIEF	or	DIRECTOR OF FIRE PREVENTION	*
1	DEPUTY DIRECTOR OF COMMUNICATIONS			*
1	DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT			*
16	DEPUTY FIRE MARSHAL I	or	DEPUTY FIRE MARSHAL II or ASSOC. FIRE PLANS EXAMINER or FIRE PLANS EXAMINER	
3	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 PERSONNEL SERVICES			*
1	DIRECTOR OF SUPPORT SERVICES			*
1	EMS COORDINATOR			*
1	EXECUTIVE ASSISTANT TO THE FIRE CHIEF			*
1	FACILITIES MAINTENANCE MANAGER			
1	FINANCIAL ANALYST/ACCOUNTANT			*
68	FIRE CAPTAIN			
1	FIRE CHIEF			*
3	FIRE MECHANIC I	or	FIRE MECHANIC II	
165	FIREFIGHTER/ENGINEER	or	FIREFIGHTER or FIREFIGHTER - Voluntary Reduced Rank before July 31, 2020 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 OFFICER			*
2	MANAGEMENT ANALYST - ASSOCIATE A	or	MANAGEMENT ANALYST - ASSOCIATE B or MANAGEMENT ANALYST	*
1	NETWORK & SECURITY ADMINISTRATOR			*
1	OFFICE ASSISTANT			
1	PERSONNEL SERVICES TECHNICIAN			*
1	PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT			*
3	PROGRAM SPECIALIST I	or	PROGRAM SPECIALIST II	
1	SENIOR COMMUNITY RISK SPECIALIST			
2	SENIOR DEPUTY FIRE MARSHAL			
1	SENIOR FIRE MECHANIC			
1	SENIOR FIRE PLANS EXAMINER			
1	SENIOR HAZARDOUS MATERIALS SPECIALIST			

Total No. of FTEs	Position Title		Position Title	
1	SENIOR MANAGEMENT ANALYST			*
2	SENIOR PROGRAM SPECIALIST			
1	SUPPLY SERVICES SPECIALIST I			
1	SUPPLY SERVICES SPECIALIST II	or	SUPPLY SERVICES SPECIALIST, Hired before August 1, 2016	
1	SENIOR SYSTEMS ANALYST			
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 November 14, 2022

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	6,282.89	6,597.03	6,926.88	7,273.22	7,636.88
ADMINISTRATIVE ASSISTANT II	7,603.57	7,983.75	8,382.94	8,802.09	9,242.19
ADMINISTRATIVE ASSISTANT III	* 9,262.58	9,725.71	10,212.00	10,722.60	11,258.73
ADMINISTRATIVE ASSISTANT IV	* 10,651.96	11,184.56	11,743.79	12,330.98	12,947.53
ASSISTANT FIRE CHIEF	* 20,988.84	22,038.28	23,140.19	24,297.20	25,512.06
ASSISTANT FIRE MARSHAL	16,263.80	17,076.99	17,930.84	18,827.38	19,768.75
ASSOC. FIRE PLANS EXAMINER	11,697.45	12,282.32	12,896.44	13,541.26	14,218.32
BATTALION CHIEF	17,012.41	17,863.03	18,756.18	19,693.99	20,678.69
BATTALION CHIEF - PRE-FIRE MANAGEMENT & WILDFIRE RESILIENCE	17,012.41	17,863.03	18,756.18	19,693.99	20,678.69
BUSINESS SERVICES ASSOCIATE I	6,282.89	6,597.03	6,926.88	7,273.22	7,636.88
BUSINESS SERVICES ASSOCIATE II	7,603.57	7,983.75	8,382.94	8,802.09	9,242.19
COMMUNITY RISK PROGRAM DIRECTOR	15,059.38	15,812.35	16,602.97	17,433.12	18,304.78
COMMUNITY RISK SPECIALIST I	8,876.65	9,320.48	9,786.50	10,275.83	10,789.62
COMMUNITY RISK SPECIALIST II	10,646.75	11,179.09	11,738.04	12,324.94	12,941.19
CONTRACT COMPLIANCE ANALYST	* 10,651.96	11,184.56	11,743.79	12,330.98	12,947.53
DATABASE ADMINISTRATOR	* 10,651.96	11,184.56	11,743.79	12,330.98	12,947.53
DEPUTY CHIEF	* 18,968.45	19,916.87	20,912.71	21,958.35	23,056.27
DEPUTY DIRECTOR OF COMMUNICATIONS	* 15,324.11	16,090.32	16,894.84	17,739.58	18,626.56
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	* 15,324.11	16,090.32	16,894.84	17,739.58	18,626.56
DEPUTY FIRE MARSHAL I	11,133.19	11,689.85	12,274.34	12,888.06	13,532.46
DEPUTY FIRE MARSHAL II	12,249.48	12,861.95	13,505.05	14,180.30	14,889.32
DEPUTY FIRE MARSHAL TRAINEE	8,037.65	8,439.53	-	-	-
DIRECTOR OF BUSINESS SERVICES	* 17,911.99	18,807.59	19,747.97	20,735.37	21,772.14
DIRECTOR OF COMMUNICATIONS	* 16,107.91	16,913.31	17,758.98	18,646.93	19,579.28
DIRECTOR OF EMERGENCY MANAGEMENT	* 16,107.91	16,913.31	17,758.98	18,646.93	19,579.28
DIRECTOR OF FIRE PREVENTION	* 17,911.99	18,807.59	19,747.97	20,735.37	21,772.14
DIRECTOR OF PERSONNEL SERVICES	* 16,563.11	17,391.27	18,260.83	19,173.87	20,132.56
DIRECTOR OF SUPPORT SERVICES	* 16,563.11	17,391.27	18,260.83	19,173.87	20,132.56
EMS COORDINATOR	* 12,065.92	12,669.22	13,302.68	13,967.81	14,666.20
EXECUTIVE ASSISTANT TO THE FIRE CHIEF	* 10,651.96	11,184.56	11,743.79	12,330.98	12,947.53
FACILITIES MAINTENANCE MANAGER	12,541.80	13,168.89	13,827.33	14,518.70	15,244.64
FINANCIAL ANALYST/ACCOUNTANT	* 10,651.96	11,184.56	11,743.79	12,330.98	12,947.53
FIRE CAPTAIN	13,021.20	13,672.26	14,355.87	15,073.66	15,827.34
FIRE CHIEF	* 23,314.80	24,480.54	25,704.57	26,989.80	28,339.29
FIRE MECHANIC I	8,315.27	8,731.03	9,167.58	9,625.96	10,107.26
FIRE MECHANIC II	9,978.56	10,477.49	11,001.36	11,551.43	12,129.00
FIRE PLANS EXAMINER	12,861.96	13,505.06	14,180.31	14,889.33	15,633.80
FIREFIGHTER/ENGINEER	10,851.06	11,393.61	11,963.29	12,561.45	13,189.52
FIREFIGHTER					
Voluntary Reduced Rank before July 31, 2020	9,741.11	10,228.17	10,739.58	11,276.56	11,840.39
FIREFIGHTER	9,864.61	10,357.84	10,875.73	11,419.52	11,990.50
GENERAL MAINT. CRAFTSWORKER	8,295.03	8,709.78	9,145.27	9,602.53	10,082.66
GIS ANALYST	* 10,651.96	11,184.56	11,743.79	12,330.98	12,947.53
HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL	16,263.80	17,076.99	17,930.84	18,827.38	19,768.75
HAZARDOUS MATERIALS INSPECTOR	12,249.48	12,861.95	13,505.05	14,180.30	14,889.32
HAZARDOUS MATERIALS SPECIALIST	12,861.96	13,505.06	14,180.31	14,889.33	15,633.80
INFORMATION SPECIALIST	10,651.96	11,184.56	11,743.79	12,330.98	12,947.53
INFORMATION SYSTEMS ANALYST I	7,747.90	8,135.30	8,542.07	8,969.17	9,417.63

EXHIBIT B
Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective November 14, 2022

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
INFORMATION SYSTEMS ANALYST II	9,262.58	9,725.71	10,212.00	10,722.60	11,258.73
INFORMATION TECHNOLOGY OFFICER	* 15,299.92	16,064.92	16,868.17	17,711.58	18,597.16
SYSTEMS ADMINISTRATOR	* 10,651.96	11,184.56	11,743.79	12,330.98	12,947.53
MANAGEMENT ANALYST	* 10,651.96	11,184.56	11,743.79	12,330.98	12,947.53
MANAGEMENT ANALYST - ASSOCIATE A	* 7,680.47	8,064.49	8,467.71	8,891.10	9,335.66
MANAGEMENT ANALYST - ASSOCIATE B	* 9,262.58	9,725.71	10,212.00	10,722.60	11,258.73
NETWORK & SECURITY ADMINISTRATOR	* 11,401.44	11,971.51	12,570.09	13,198.59	13,858.52
OFFICE ASSISTANT	5,711.55	5,997.13	6,296.99	6,611.84	6,942.43
PERSONNEL SERVICES TECHNICIAN	* 7,603.57	7,983.75	8,382.94	8,802.09	9,242.19
PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT	* 12,249.75	12,862.24	13,505.35	14,180.62	14,889.65
PROGRAM SPECIALIST I	7,718.82	8,104.76	8,510.00	8,935.50	9,382.28
PROGRAM SPECIALIST II	9,996.95	10,496.80	11,021.64	11,572.72	12,151.36
SENIOR COMMUNITY RISK SPECIALIST	11,720.66	12,306.69	12,922.02	13,568.12	14,246.53
SENIOR DEPUTY FIRE MARSHAL	13,471.13	14,144.69	14,851.92	15,594.52	16,374.25
SENIOR FIRE MECHANIC	11,971.61	12,570.19	13,198.70	13,858.64	14,551.57
SENIOR FIRE PLANS EXAMINER	14,146.00	14,853.30	15,595.97	16,375.77	17,194.56
SENIOR HAZARDOUS MATERIALS SPECIALIST	14,146.00	14,853.30	15,595.97	16,375.77	17,194.56
SENIOR MANAGEMENT ANALYST	* 12,249.75	12,862.24	13,505.35	14,180.62	14,889.65
SENIOR PROGRAM SPECIALIST	11,401.42	11,971.49	12,570.06	13,198.56	13,858.49
SENIOR SYSTEMS ANALYST	11,026.71	11,578.05	12,156.95	12,764.80	13,403.04
SUPPLY SERVICES SPECIALIST I	5,711.55	5,997.13	6,296.99	6,611.84	6,942.43
SUPPLY SERVICES SPECIALIST II	6,282.89	6,597.03	6,926.88	7,273.22	7,636.88
SUPPLY SERVICES SPECIALIST, Hired before August 1, 2016	10,316.93	10,832.78	11,374.42	11,943.14	12,540.30
FIREFIGHTER TRAINEE (Extra-help)	* 8,967.83	-	-	-	-
PAID INTERN \$15 PER HR (Extra-help)	* 2,600.00	-	-	-	-
PAID INTERN \$20 PER HR (Extra-help)	* 3,466.67	-	-	-	-
COMMUNITY WILDFIRE SPECIALIST (Extra-help)	* 8,926.67	9,373.00	9,841.65	10,333.73	10,850.42
FIRE-FUELS CREW MEMBER (Extra-help)	* 4,463.33	4,686.50	4,920.83	5,166.87	5,425.21

*Unrepresented employee