

SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT
SALARY ORDINANCE

ORDINANCE NO. CFPD-2025-1-O

AN ORDINANCE AMENDING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT ORDINANCE NO. CFPD-2024-2-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 A – Schedule of Job Classifications and Positions – to Ordinance CFPD-2024-2-O as amended by CFPD-2024-3-O, the following shall be deleted:

Total No. of FTEs	Position Title		Position Title
1	ADMINISTRATIVE ASSISTANT III	or	ADMINISTRATIVE ASSISTANT IV
1	DEPUTY FIRE MARSHAL TRAINEE	or	DEPUTY FIRE MARSHAL I

SECTION 2:

In Exhibit A – Schedule of Job Classifications and Positions – to Ordinance CFPD-2024-2-O as amended by CFPD-2024-3-O, the following shall be added:

Total No. of FTEs	Position Title
1	BENEFITS/PAYROLL ANALYST
1	PERMIT SPECIALIST

SECTION 3:

Exhibit B – Schedule of Monthly Salary Rates by Position – to Ordinance No. CFPD-2024-2-O as amended by CFPD-2024-3-O, shall be amended to add the classifications and salaries listed below.

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
BENEFITS/PAYROLL ANALYST	10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
PERMIT SPECIALIST	9,142.95	9,600.10	10,080.11	10,584.12	11,113.33

SECTION 4:

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.

SECTION 5:

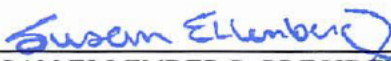
This Ordinance shall take effect August 27, 2024 and all sections shall be implemented on August 19, 2024 (Pay Period 24/18).

PASSED AND ADOPTED by the Board of Directors of the Santa Clara County Central Fire Protection District, State of California, this AUG 27 2024 by the following vote:

AYES: **ARENAS, CHAVEZ, ELLENBERG
LEE, SIMITIAN**

NOES: **NONE**


ABSENT: **NONE**



SUSAN ELLENBERG, 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
Acting 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

Santa Clara County Central Fire Protection District
Salary Ordinance No. CFPD-2025-1-O

EXHIBIT A
Santa Clara County Central Fire Protection District
Schedule of Job Classifications and Positions
Effective August 19, 2024

TOTAL POSITIONS: 74
TOTAL FTEs: 340

Total No. of FTEs	Position Title		Position Title	
3	ADMINISTRATIVE ASSISTANT I			
6	ADMINISTRATIVE ASSISTANT II			
0	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			
1	BENEFITS/PAYROLL ANALYST			*
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	COMMUNITY WILDFIRE SPECIALIST			
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	
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			*
72	FIRE CAPTAIN			
1	FIRE CHIEF			*
2	FIRE FUELS CREW SUPERVISOR			
3	FIRE MECHANIC I	or	FIRE MECHANIC II	
165	FIREFIGHTER/ENGINEER	or	FIREFIGHTER 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	
2	MANAGEMENT ANALYST - ASSOCIATE A	or	MANAGEMENT ANALYST - ASSOCIATE B or MANAGEMENT ANALYST	*
1	NETWORK & SECURITY ADMINISTRATOR			*
1	OFFICE ASSISTANT			
1	PERMIT SPECIALIST			
1	PERSONNEL SERVICES TECHNICIAN			*
1	PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT			*
2	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			

Total No. of FTEs	Position Title		Position Title	
1	SENIOR HAZARDOUS MATERIALS SPECIALIST			
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 August 19, 2024

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	6,471.38	6,794.95	7,134.70	7,491.44	7,866.01
ADMINISTRATIVE ASSISTANT II	7,831.68	8,223.26	8,634.42	9,066.14	9,519.45
ADMINISTRATIVE ASSISTANT III	* 9,540.46	10,017.48	10,518.35	11,044.27	11,596.48
ADMINISTRATIVE ASSISTANT IV	* 10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
ASSISTANT FIRE CHIEF	* 21,828.39	22,919.81	24,065.80	25,269.09	26,532.54
ASSISTANT FIRE MARSHAL	16,751.71	17,589.30	18,468.77	19,392.21	20,361.82
ASSOC. FIRE PLANS EXAMINER	12,048.37	12,650.79	13,283.33	13,947.50	14,644.88
BATTALION CHIEF	17,692.91	18,577.56	19,506.44	20,481.76	21,505.85
BATTALION CHIEF - PRE-FIRE MANAGEMENT & WILDFIRE RESILIENCE	17,692.91	18,577.56	19,506.44	20,481.76	21,505.85
BENEFITS/PAYROLL ANALYST	* 10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
BUSINESS SERVICES ASSOCIATE I	6,471.38	6,794.95	7,134.70	7,491.44	7,866.01
BUSINESS SERVICES ASSOCIATE II	7,831.68	8,223.26	8,634.42	9,066.14	9,519.45
COMMUNITY RISK PROGRAM DIRECTOR	15,511.16	16,286.72	17,101.06	17,956.11	18,853.92
COMMUNITY RISK SPECIALIST I	9,142.95	9,600.10	10,080.11	10,584.12	11,113.33
COMMUNITY RISK SPECIALIST II	10,966.15	11,514.46	12,090.18	12,694.69	13,329.42
COMMUNITY WILDFIRE SPECIALIST	10,296.86	10,811.70	11,352.29	11,919.90	12,515.90
CONTRACT COMPLIANCE ANALYST	* 10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
DATABASE ADMINISTRATOR	10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
DEPUTY CHIEF	* 19,727.19	20,713.55	21,749.23	22,836.69	23,978.52
DEPUTY DIRECTOR OF COMMUNICATIONS	* 15,783.83	16,573.02	17,401.67	18,271.75	19,185.34
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	* 15,783.83	16,573.02	17,401.67	18,271.75	19,185.34
DEPUTY FIRE MARSHAL I	11,467.19	12,040.55	12,642.58	13,274.71	13,938.45
DEPUTY FIRE MARSHAL II	12,616.96	13,247.81	13,910.20	14,605.71	15,336.00
DEPUTY FIRE MARSHAL TRAINEE	8,278.78	8,692.72	-	-	-
DIRECTOR OF BUSINESS SERVICES	* 18,449.35	19,371.82	20,340.41	21,357.43	22,425.30
DIRECTOR OF COMMUNICATIONS	* 16,591.15	17,420.71	18,291.75	19,206.34	20,166.66
DIRECTOR OF EMERGENCY MANAGEMENT	* 16,591.15	17,420.71	18,291.75	19,206.34	20,166.66
DIRECTOR OF FIRE PREVENTION	* 18,449.35	19,371.82	20,340.41	21,357.43	22,425.30
DIRECTOR OF INFORMATION TECHNOLOGY	* 17,060.00	17,913.00	18,808.65	19,749.08	20,736.53
DIRECTOR OF PERSONNEL SERVICES	* 17,060.00	17,913.00	18,808.65	19,749.08	20,736.53
DIRECTOR OF SUPPORT SERVICES	* 17,060.00	17,913.00	18,808.65	19,749.08	20,736.53
EMS PROGRAM NURSE MANAGER	* 14,570.38	15,298.90	16,063.85	16,867.04	17,710.39
EXECUTIVE ASSISTANT TO THE FIRE CHIEF	* 10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
FACILITIES MAINTENANCE MANAGER	12,918.05	13,563.95	14,242.15	14,954.26	15,701.97
FINANCIAL ANALYST/ACCOUNTANT	* 10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
FIRE CAPTAIN	13,411.84	14,082.43	14,786.55	15,525.88	16,302.17
FIRE CHIEF	* 24,247.39	25,459.76	26,732.75	28,069.39	29,472.86
FIRE FUELS CREW SUPERVISOR	12,293.92	12,908.62	13,554.05	14,231.75	14,943.34
FIRE MECHANIC I	8,564.73	8,992.97	9,442.62	9,914.75	10,410.49
FIRE MECHANIC II	10,277.92	10,791.82	11,331.41	11,897.98	12,492.88
FIRE PLANS EXAMINER	13,247.82	13,910.21	14,605.72	15,336.01	16,102.81
FIREFIGHTER/ENGINEER	11,176.59	11,735.42	12,322.19	12,938.30	13,585.22
FIREFIGHTER	10,160.55	10,668.58	11,202.01	11,762.11	12,350.22
GENERAL MAINT. CRAFTSWORKER	8,543.88	8,971.07	9,419.62	9,890.60	10,385.13
GIS ANALYST	10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL	16,751.71	17,589.30	18,468.77	19,392.21	20,361.82
HAZARDOUS MATERIALS INSPECTOR	12,616.96	13,247.81	13,910.20	14,605.71	15,336.00
HAZARDOUS MATERIALS SPECIALIST	13,247.82	13,910.21	14,605.72	15,336.01	16,102.81
INFORMATION SPECIALIST	10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
INFORMATION SYSTEMS ANALYST I	7,980.34	8,379.36	8,798.33	9,238.25	9,700.16
INFORMATION SYSTEMS ANALYST II	9,540.46	10,017.48	10,518.35	11,044.27	11,596.48
MANAGEMENT ANALYST	* 10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
MANAGEMENT ANALYST - ASSOCIATE A	* 7,910.88	8,306.42	8,721.74	9,157.83	9,615.72
MANAGEMENT ANALYST - ASSOCIATE B	* 9,540.46	10,017.48	10,518.35	11,044.27	11,596.48
NETWORK & SECURITY ADMINISTRATOR	* 11,743.48	12,330.65	12,947.18	13,594.54	14,274.27

EXHIBIT B
Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective August 19, 2024

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
OFFICE ASSISTANT	5,882.90	6,177.05	6,485.90	6,810.20	7,150.71	
PERMIT SPECIALIST	9,142.95	9,600.10	10,080.11	10,584.12	11,113.33	
PERSONNEL SERVICES TECHNICIAN	*	7,831.68	8,223.26	8,634.42	9,066.14	9,519.45
PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT	*	12,617.24	13,248.10	13,910.51	14,606.04	15,336.34
PROGRAM SPECIALIST I		7,950.38	8,347.90	8,765.30	9,203.57	9,663.75
PROGRAM SPECIALIST II		10,296.86	10,811.70	11,352.29	11,919.90	12,515.90
SENIOR COMMUNITY RISK SPECIALIST		12,072.28	12,675.89	13,309.68	13,975.16	14,673.92
SENIOR DEPUTY FIRE MARSHAL		13,875.26	14,569.02	15,297.47	16,062.34	16,865.46
SENIOR FIRE MECHANIC		12,330.76	12,947.30	13,594.67	14,274.40	14,988.12
SENIOR FIRE PLANS EXAMINER		14,570.38	15,298.90	16,063.85	16,867.04	17,710.39
SENIOR HAZARDOUS MATERIALS SPECIALIST		14,570.38	15,298.90	16,063.85	16,867.04	17,710.39
SENIOR MANAGEMENT ANALYST	*	12,617.24	13,248.10	13,910.51	14,606.04	15,336.34
SENIOR PROGRAM SPECIALIST		11,743.46	12,330.63	12,947.16	13,594.52	14,274.25
SENIOR SYSTEMS ANALYST		11,357.51	11,925.39	12,521.66	13,147.74	13,805.13
SUPPLY SERVICES SPECIALIST I		5,882.90	6,177.05	6,485.90	6,810.20	7,150.71
SUPPLY SERVICES SPECIALIST II		6,471.38	6,794.95	7,134.70	7,491.44	7,866.01
SUPPLY SERVICES SPECIALIST, Hired before August 1, 2016		10,626.44	11,157.76	11,715.65	12,301.43	12,916.50
SYSTEMS ADMINISTRATOR		10,971.52	11,520.10	12,096.11	12,700.92	13,335.97
FIREFIGHTER TRAINEE (Extra-help)	*	9,236.86	-	-	-	-
PAID INTERN \$20 PER HR (Extra-help)	*	3,466.67	-	-	-	-
PAID INTERN \$25 PER HR (Extra-help)	*	4,333.33	-	-	-	-
COMMUNITY WILDFIRE SPECIALIST (Extra-help)	*	9,194.47	9,654.19	10,136.90	10,643.75	11,175.94
FIRE-FUELS CREW MEMBER (Extra-help)	*	4,597.23	4,827.09	5,068.44	5,321.86	5,587.95

*Unrepresented employee