

SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT  
SALARY ORDINANCE

ORDINANCE NO. CFPD-2025-3-O

AN ORDINANCE AMENDING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION  
DISTRICT SALARY ORDINANCE NO. CFPD-2025-2-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 Santa Clara County Central Fire Protection District Salary Ordinance No. CFPD-2025-2-O, the following Section 4 regarding Position Overfill:

The Fire Chief shall have authority to double fill up to five (5) positions on a temporary basis for specific training purposes, for a period not to exceed twelve (12) months per position.

Shall be amended to read:

The Fire Chief shall have authority to double fill up to thirty-five (35) 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 2:**

Exhibit A – Schedule of Job Classifications and Positions – to Ordinance CFPD-2025-2-O shall be amended to change the title of the Assistant Fire Chief classification and Deputy Chief Classification as listed below:

Total No. of FTEs	Position Title		Position Title
1	DEPUTY FIRE CHIEF	or	ASSISTANT CHIEF
3	ASSISTANT CHIEF		
1	ASSISTANT CHIEF	or	DIRECTOR OF FIRE PREVENTION

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**SECTION 3:**

In Exhibit A – Schedule of Job Classifications and Positions – to Ordinance CFPD-2025-2-O, the following shall be added:

Total No. of FTEs	Position Title		Position Title
1	DEPUTY FIRE CHIEF	or	ASSISTANT CHIEF

**SECTION 4:**

Exhibit B – Schedule of Monthly Salary Rates by Position – to Ordinance CFPD-2025-O shall be amended to change the title of the Assistant Fire Chief classification and Deputy Chief classification as listed below.

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
DEPUTY FIRE CHIEF	22,374.10	23,492.81	24,667.45	25,900.82	27,195.86
ASSISTANT CHIEF	20,220.37	21,231.39	22,292.96	23,407.61	24,577.99

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**SECTION 5:**

This Ordinance shall take effect February 25, 2025 and all sections shall be implemented on February 17, 2025 (Pay Period 25/05).

**PASSED AND ADOPTED** by the Board of Directors of the Santa Clara County Central Fire Protection District, State of California, this FEB 25 2025 by the following vote:

AYES: Abe-Koga, Arenas, DVong, Ellenberg, Lee

NOES: NONE

ABSENT: NONE



OTTO LEE, PRESIDENT  
Board of Directors

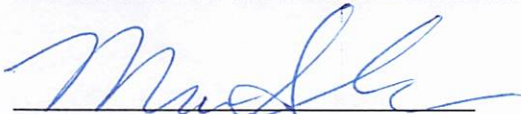
Signed and certified that a copy of this document has been delivered by electronic or other means to the President, Board of Directors.

Attest:



CURTIS BOONE  
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



EXHIBIT A  
Santa Clara County Central Fire Protection District  
Schedule of Job Classifications and Positions  
Effective February 17, 2025

TOTAL POSITIONS:

73

TOTAL FTEs:

341

Total No. of FTEs	Position Title		Position Title	
3	ADMINISTRATIVE ASSISTANT I			
6	ADMINISTRATIVE ASSISTANT II			
0	ADMINISTRATIVE ASSISTANT III	or	ADMINISTRATIVE ASSISTANT IV	*
3	ASSISTANT CHIEF			*
1	ASSISTANT CHIEF	or	DIRECTOR OF FIRE PREVENTION	*
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			
1	DEPUTY DIRECTOR OF COMMUNICATIONS			*
1	DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT			*
2	DEPUTY FIRE CHIEF	or	ASSISTANT CHIEF	*
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			
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 February 17, 2025

POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	6,633.16	6,964.82	7,313.06	7,678.71	8,062.65
ADMINISTRATIVE ASSISTANT II	8,027.47	8,428.84	8,850.28	9,292.79	9,757.43
ADMINISTRATIVE ASSISTANT III	* 9,778.97	10,267.92	10,781.32	11,320.39	11,886.41
ADMINISTRATIVE ASSISTANT IV	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
ASSISTANT CHIEF	* 20,220.37	21,231.39	22,292.96	23,407.61	24,577.99
ASSISTANT FIRE MARSHAL	17,170.50	18,029.03	18,930.48	19,877.00	20,870.85
ASSOC. FIRE PLANS EXAMINER	12,349.58	12,967.06	13,615.41	14,296.18	15,010.99
BATTALION CHIEF	18,135.23	19,041.99	19,994.09	20,993.79	22,043.48
BATTALION CHIEF - PRE-FIRE MANAGEMENT & WILDFIRE RESILIENCE	18,135.23	19,041.99	19,994.09	20,993.79	22,043.48
BENEFITS/PAYROLL ANALYST	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
BUSINESS SERVICES ASSOCIATE I	6,633.16	6,964.82	7,313.06	7,678.71	8,062.65
BUSINESS SERVICES ASSOCIATE II	8,027.47	8,428.84	8,850.28	9,292.79	9,757.43
COMMUNITY RISK PROGRAM DIRECTOR	15,898.94	16,693.89	17,528.58	18,405.01	19,325.26
COMMUNITY RISK SPECIALIST I	9,371.52	9,840.10	10,332.11	10,848.72	11,391.16
COMMUNITY RISK SPECIALIST II	11,240.30	11,802.32	12,392.44	13,012.06	13,662.66
COMMUNITY WILDFIRE SPECIALIST	10,554.28	11,081.99	11,636.09	12,217.89	12,828.78
CONTRACT COMPLIANCE ANALYST	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
DATABASE ADMINISTRATOR	11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
DEPUTY DIRECTOR OF COMMUNICATIONS	* 16,178.43	16,987.35	17,836.72	18,728.56	19,664.99
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	* 16,178.43	16,987.35	17,836.72	18,728.56	19,664.99
DEPUTY FIRE CHIEF	* 22,374.10	23,492.81	24,667.45	25,900.82	27,195.86
DEPUTY FIRE MARSHAL I	11,753.87	12,341.56	12,958.64	13,606.57	14,286.90
DEPUTY FIRE MARSHAL II	12,932.38	13,579.00	14,257.95	14,970.85	15,719.39
DEPUTY FIRE MARSHAL TRAINEE	8,485.75	8,910.04	-	-	-
DIRECTOR OF BUSINESS SERVICES	* 18,910.58	19,856.11	20,848.92	21,891.37	22,985.94
DIRECTOR OF COMMUNICATIONS	* 17,005.93	17,856.23	18,749.04	19,686.49	20,670.81
DIRECTOR OF EMERGENCY MANAGEMENT	* 17,005.93	17,856.23	18,749.04	19,686.49	20,670.81
DIRECTOR OF FIRE PREVENTION	* 18,910.58	19,856.11	20,848.92	21,891.37	22,985.94
DIRECTOR OF INFORMATION TECHNOLOGY	* 17,486.50	18,360.83	19,278.87	20,242.81	21,254.95
DIRECTOR OF PERSONNEL SERVICES	* 17,486.50	18,360.83	19,278.87	20,242.81	21,254.95
DIRECTOR OF SUPPORT SERVICES	* 17,486.50	18,360.83	19,278.87	20,242.81	21,254.95
EMS PROGRAM NURSE MANAGER	* 14,934.64	15,681.37	16,465.44	17,288.71	18,153.15
EXECUTIVE ASSISTANT TO THE FIRE CHIEF	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
FACILITIES MAINTENANCE MANAGER	13,241.00	13,903.05	14,598.20	15,328.11	16,094.52
FINANCIAL ANALYST/ACCOUNTANT	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
FIRE CAPTAIN	13,747.14	14,434.50	15,156.23	15,914.04	16,709.74
FIRE CHIEF	* 24,853.57	26,096.25	27,401.06	28,771.11	30,209.67
FIRE FUELS CREW SUPERVISOR	12,601.27	13,231.33	13,892.90	14,587.55	15,316.93
FIRE MECHANIC I	8,778.85	9,217.79	9,678.68	10,162.61	10,670.74
FIRE MECHANIC II	10,534.87	11,061.61	11,614.69	12,195.42	12,805.19
FIRE PLANS EXAMINER	13,579.02	14,257.97	14,970.87	15,719.41	16,505.38
FIREFIGHTER/ENGINEER	11,456.00	12,028.80	12,630.24	13,261.75	13,924.84
FIREFIGHTER	10,414.56	10,935.29	11,482.05	12,056.15	12,658.96
GENERAL MAINT. CRAFTSWORKER	8,757.48	9,195.35	9,655.12	10,137.88	10,644.77
GIS ANALYST	11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL	17,170.50	18,029.03	18,930.48	19,877.00	20,870.85
HAZARDOUS MATERIALS INSPECTOR	12,932.38	13,579.00	14,257.95	14,970.85	15,719.39
HAZARDOUS MATERIALS SPECIALIST	13,579.02	14,257.97	14,970.87	15,719.41	16,505.38
INFORMATION SPECIALIST	11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
INFORMATION SYSTEMS ANALYST I	8,179.85	8,588.84	9,018.28	9,469.19	9,942.65
INFORMATION SYSTEMS ANALYST II	9,778.97	10,267.92	10,781.32	11,320.39	11,886.41
MANAGEMENT ANALYST	* 11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
MANAGEMENT ANALYST - ASSOCIATE A	* 8,108.65	8,514.08	8,939.78	9,386.77	9,856.11
MANAGEMENT ANALYST - ASSOCIATE B	* 9,778.97	10,267.92	10,781.32	11,320.39	11,886.41
NETWORK & SECURITY ADMINISTRATOR	* 12,037.07	12,638.92	13,270.87	13,934.41	14,631.13



EXHIBIT B  
Santa Clara County Central Fire Protection District  
Schedule of Monthly Salary Rates by Position  
Effective February 17, 2025

POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
OFFICE ASSISTANT		6,029.97	6,331.47	6,648.04	6,980.44	7,329.46
PERMIT SPECIALIST		9,371.52	9,840.10	10,332.11	10,848.72	11,391.16
PERSONNEL SERVICES TECHNICIAN	*	8,027.47	8,428.84	8,850.28	9,292.79	9,757.43
PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT	*	12,932.67	13,579.30	14,258.27	14,971.18	15,719.74
PROGRAM SPECIALIST I		8,149.14	8,556.60	8,984.43	9,433.65	9,905.33
PROGRAM SPECIALIST II		10,554.28	11,081.99	11,636.09	12,217.89	12,828.78
SENIOR COMMUNITY RISK SPECIALIST		12,374.09	12,992.79	13,642.43	14,324.55	15,040.78
SENIOR DEPUTY FIRE MARSHAL		14,222.14	14,933.25	15,679.91	16,463.91	17,287.11
SENIOR FIRE MECHANIC		12,639.03	13,270.98	13,934.53	14,631.26	15,362.82
SENIOR FIRE PLANS EXAMINER		14,934.64	15,681.37	16,465.44	17,288.71	18,153.15
SENIOR HAZARDOUS MATERIALS SPECIALIST		14,934.64	15,681.37	16,465.44	17,288.71	18,153.15
SENIOR MANAGEMENT ANALYST	*	12,932.67	13,579.30	14,258.27	14,971.18	15,719.74
SENIOR PROGRAM SPECIALIST		12,037.05	12,638.90	13,270.85	13,934.39	14,631.11
SENIOR SYSTEMS ANALYST		11,641.45	12,223.52	12,834.70	13,476.44	14,150.26
SUPPLY SERVICES SPECIALIST I		6,029.97	6,331.47	6,648.04	6,980.44	7,329.46
SUPPLY SERVICES SPECIALIST II		6,633.16	6,964.82	7,313.06	7,678.71	8,062.65
SYSTEMS ADMINISTRATOR		11,245.81	11,808.10	12,398.51	13,018.44	13,669.36
FIREFIGHTER TRAINEE (Extra-help)	*	9,467.78	-	-	-	-
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)	*	9,424.33	9,895.55	10,390.33	10,909.85	11,455.34
FIRE-FUELS CREW MEMBER (Extra-help)	*	4,712.16	4,947.77	5,195.16	5,454.92	5,727.67

\*Unrepresented employee