SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT SALARY ORDINANCE

ORDINANCE NO. CFPD-2022-4-O

AN ORDINANCE AMENDING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION ORDINANCE NO. CFPD-2022-3-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:

Exhibit B – Schedule of Monthly Salary Rates by Position – to Ordinance No. CFPD-2022-3-O shall be amended to add the classifications and salaries listed below.

| POSITION | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|--|---|----------|-----------|----------------|-----------|------------|
| COMMUNITY WILDFIRE | | | The first | CH.O. EIGHLAND | 120 no. 1 | SET FEMALE |
| SPECIALIST (Extra-help) FIRE-FUELS CREW MEMBER | * | 8,666.67 | 9,100.00 | 9,555.00 | 10,032.75 | 10,534.39 |
| (Extra-help) | * | 4,333.33 | 4,550.00 | 4,777.50 | 5,016.38 | 5,267.20 |

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-2022-4-O

SECTION 3:

This Ordinance shall take effect May 24, 2022 and all sections shall be implemented on May 30, 2022 (Pay Period 22/12).

PASSED AND ADOPTED by the Board of Directors of the Santa Clara County Central Fire MAY 2 4 2022 by the following vote: Protection District, State of California, this

CHAVEZ, ELLENBERG, LEE

AYES: SIMITIAN, WASSERMAN NOES: WONE

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:

APPROVED AS TO FORM AND LEGALITY:

TIFFANY LENNEAR

Clerk of the Board

MASA SHIOHIRA

Lead Deputy County Counsel

Exhibit A -Schedule of Job Classifications and Positions Exhibits to this Ordinance:

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 May 30, 2022

TOTAL POSITIONS: TOTAL FTEs:

71 334

| otel No. of FTEs | Position Title | | Position Title | |
|---------------------|--|----------------|---|---|
| 3 | ADMINISTRATIVE ASSISTANT I | T^- | | t |
| 6 | ADMINISTRATIVE ASSISTANT II | + | | t |
| i | ADMINISTRATIVE ASSISTANT III | or | ADMINISTRATIVE ASSISTANT IV | t |
| 1 | ASSISTANT FIRE CHIEF | or | DEPUTY CHIEF | t |
| 1 | ASSISTANT FIRE MARSHAL | + | JEE OTT CHAIL | 1 |
| 11 | BATTALION CHIEF | + | | † |
| | BATTALION CHIEF - PRE-FIRE MANAGEMENT & | + | | † |
| 1 | WILDFIRE RESILIENCE | | 1 | ١ |
| | BUSINESS SERVICES ASSOCIATE I | - | DUCTNIESS SERVICES ASSOCIATE II | ┨ |
| 1 | COMMUNITY RISK PROGRAM DIRECTOR | or | BUSINESS SERVICES ASSOCIATE II | ┥ |
| 2 | COMMUNITY RISK SPECIALIST I | - | COLOURNESS DICK CHECKET ICT II | ┥ |
| 1 | | or | COMMUNITY RISK SPECIALIST II | - |
| | CONTRACT COMPLIANCE ANALYST | +- | | |
| 3 | DATABASE ADMINISTRATOR | ┿ | · · · · · · · · · · · · · · · · · · · | - |
| | DEPUTY CHIEF | + | DIRECTOR OF PURE NATIVE VICTOR | _ |
| | DEPUTY CHIEF | or | DIRECTOR OF FIRE PREVENTION | _ |
| 1 | DEPUTY DIRECTOR OF COMMUNICATIONS | ┿ | | _ |
| 1 | DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT | — | | |
| | | | DEPUTY FIRE MARSHAL II | |
| | | | or ASSOC. FIRE PLANS EXAMINER | |
| | DEPUTY FIRE MARSHAL I | or | or FIRE PLANS EXAMINER | |
| 3 | DEPUTY FIRE MARSHAL TRAINEE | or | DEPUTY FIRE MARSHAL I | |
| 1 | DIRECTOR OF BUSINESS SERVICES | | | |
| _11 | 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 | T | | |
| 68 | FIRE CAPTAIN | | | |
| 1 | FIRE CHIEF | 1 | | |
| 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 | | | |
| | GIS ANALYST | | | |
| i | HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL | | | |
| 2 | HAZARDOUS MATERIALS SPECIALIST | or | HAZARDOUS MATERIALS INSPECTOR | |
| | INFORMATION SPECIALIST | | | |
| 1 | INFORMATION SYSTEMS ANALYST I | or | INFORMATION SYSTEMS ANALYST II | |
| | | 1 | INFORMATION SYSTEMS ANALYST II | 1 |
| 1 | INFORMATION SYSTEMS ANALYST I | or | INFORMATION SYSTEMS ANALYST III | |
| | INFORMATION TECHNOLOGY OFFICER | - | | 1 |
| | | + | MANAGEMENT ANALYST - ASSOCIATE B | |
| , | MANAGEMENT ANALYST ASSOCIATE A | | | |
| | MANAGEMENT ANALYST - ASSOCIATE A | or | or MANAGEMENT ANALYST | 4 |
| | NETWORK & SECURITY ADMINISTRATOR | + | | 4 |
| | OFFICE ASSISTANT | +- | | - |
| | PERSONNEL SERVICES TECHNICIAN | - | | _ |
| | PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT | + | | _ |
| | PROGRAM SPECIALIST I | or | PROGRAM SPECIALIST II | 4 |
| | SENIOR COMMUNITY RISK SPECIALIST | 4 | | |
| 2 | SENIOR DEPUTY FIRE MARSHAL | | | |

| Total No. of | Position Title | | Position Title | l |
|--------------|---------------------------------------|----|--|--------------------|
| FTEs | | | | |
| 1 | SENIOR FIRE MECHANIC | | | _ |
| 1 | SENIOR FIRE PLANS EXAMINER | | | |
| 1 | SENIOR HAZARDOUS MATERIALS SPECIALIST | | | |
| 1 | SENIOR MANAGEMENT ANALYST | | | <u> </u> |
| 2 | SENIOR PROGRAM SPECIALIST | | | ┷ |
| 1 | SUPPLY SERVICES SPECIALIST I | | | |
| | | | SUPPLY SERVICES SPECIALIST, Hired before | |
| 1 | SUPPLY SERVICES SPECIALIST II | or | August 1, 2016 | $oldsymbol{\perp}$ |
| 1 | SYSTEMS ADMINISTRATOR | | | <u> </u> |

^{*}See Resolution No. CFPD-2021-5 for Unrepresented employee benefits

EXHIBIT A Santa Clara County Central Fire Protection District Schedule of Job Classifications and Positions Effective May 30, 2022

TOTAL POSITIONS:

71 334

TOTAL FTEs:

| otal No. of | | | | _ |
|----------------|---|--------|---|----|
| FTEs | Position Title | 1 | Position Title | ١ |
| 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 | +- | Did 011 0mm | t |
| 11 | BATTALION CHIEF | + | - | + |
| | BATTALION CHIEF - PRE-FIRE MANAGEMENT & | + | | † |
| 1 | WILDFIRE RESILIENCE | ı | i | ı |
| 3 | BUSINESS SERVICES ASSOCIATE I | or | BUSINESS SERVICES ASSOCIATE II | + |
| 1 | COMMUNITY RISK PROGRAM DIRECTOR | 10, | BOSINESS SERVICES ASSOCIATE II | + |
| 2 | COMMUNITY RISK SPECIALIST I | or | COMMUNITY RISK SPECIALIST II | + |
| - | CONTRACT COMPLIANCE ANALYST | 10, | COMMONITY RISK SI ECIALIST II | + |
| <u> </u> | DATABASE ADMINISTRATOR | +- | | + |
| 3 | DEPUTY CHIEF | + | | † |
| 1 | DEPUTY CHIEF | or | DIRECTOR OF FIRE PREVENTION | + |
| - <u>i</u> | DEPUTY DIRECTOR OF COMMUNICATIONS | 101 | DIRECTOR OF FIRE PREVENTION | + |
| 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 | T |
| 1 | DIRECTOR OF BUSINESS SERVICES | | | T |
| 1 | DIRECTOR OF COMMUNICATIONS | | | T |
| 1 | DIRECTOR OF EMERGENCY MANAGEMENT | | | T |
| 1 | DIRECTOR OF PERSONNEL SERVICES | 1 | | 1 |
| 1 | DIRECTOR OF SUPPORT SERVICES | 1 | | 1 |
| 1 | EMS COORDINATOR | 1 | | 1 |
| 1 | EXECUTIVE ASSISTANT TO THE FIRE CHIEF | \top | | 1 |
| 1 | FACILITIES MAINTENANCE MANAGER | | | 1 |
| 1 | FINANCIAL ANALYST/ACCOUNTANT | 1 | | 1 |
| 68 | FIRE CAPTAIN | | <u> </u> | 1 |
| 1 | FIRE CHIEF | | | 1 |
| 3 | FIRE MECHANIC I | or | FIRE MECHANIC II | t |
| 165 | FIREFIGHTER/ENGINEER | or | FIREFIGHTER or FIREFIGHTER - Voluntary Reduced Rank before July 31, 2020 or FIREFIGHTER TRAINEE (Extra-help)* | |
| 2 | GENERAL MAINT. CRAFTSWORKER | 4 | | + |
| _1 | GIS ANALYST | ₩ | | 4 |
| 1 | HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL | ₩ | | 4 |
| 2 | HAZARDOUS MATERIALS SPECIALIST | OT | HAZARDOUS MATERIALS INSPECTOR | 4 |
| | INFORMATION SPECIALIST | | | 4 |
| 1 | INFORMATION SYSTEMS ANALYST I | or | INFORMATION SYSTEMS ANALYST II | 4 |
| 1 | INFORMATION SYSTEMS ANALYST I | or | INFORMATION SYSTEMS ANALYST II INFORMATION SYSTEMS ANALYST III | |
| 1 | INFORMATION TECHNOLOGY OFFICER | + | Oldmington of oldmington in | † |
| | · · · · · · · · · · · · · · · · · · · | +- | MANAGEMENT ANALYST - ASSOCIATE B | † |
| 2 | MANAGEMENT ANALYST - ASSOCIATE A | 0- | or MANAGEMENT ANALYST | ł |
| 1 | NETWORK & SECURITY ADMINISTRATOR | or | O MANAGEMENT ANALIST | + |
| 1 | OFFICE ASSISTANT | + | | + |
| - i | PERSONNEL SERVICES TECHNICIAN | ┿ | | + |
| | PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT | | | ╁ |
| | | | • | ı |
| 1 2 | | ╂— | DDOCD AN CDECIALIST II | 7 |
| 3 | PROGRAM SPECIALIST I SENIOR COMMUNITY RISK SPECIALIST | or | PROGRAM SPECIALIST II | 1 |

| Total No. of | Position Title | | Position Title | i |
|--------------|---------------------------------------|----|--|--------|
| FTEs | Postuon Tide | | I osidon Tido | |
| 1 | SENIOR FIRE MECHANIC | | | 丄 |
| 1 | SENIOR FIRE PLANS EXAMINER | | | \bot |
| 1 | SENIOR HAZARDOUS MATERIALS SPECIALIST | | | |
| 1 | SENIOR MANAGEMENT ANALYST | | | * |
| 2 | SENIOR PROGRAM SPECIALIST | | | |
| 1 | SUPPLY SERVICES SPECIALIST I | | | |
| | | | SUPPLY SERVICES SPECIALIST, Hired before | İ |
| 1 | SUPPLY SERVICES SPECIALIST II | or | August 1, 2016 | |
| 1 | SYSTEMS ADMINISTRATOR | | | • |

^{*}See Resolution No. CFPD-2021-5 for Unrepresented employee benefits

| POSITION | ᆚ | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|---|---|-----------|-----------|-----------|-----------|-----------|
| ADMINISTRATIVE ASSISTANT I | | 6,099.89 | 6,404.88 | 6,725.12 | 7,061.38 | 7,414.45 |
| ADMINISTRATIVE ASSISTANT II | | 7,382.11 | 7,751.22 | 8,138.78 | 8,545.72 | 8,973.01 |
| ADMINISTRATIVE ASSISTANT III | * | 8,992.80 | 9,442.44 | 9,914.56 | 10,410.29 | 10,930.80 |
| ADMINISTRATIVE ASSISTANT IV | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| ASSISTANT FIRE CHIEF | * | 20,181.58 | 21,190.66 | 22,250.19 | 23,362.70 | 24,530.84 |
| ASSISTANT FIRE MARSHAL | | 15,790.10 | 16,579.61 | 17,408.59 | 18,279.02 | 19,192.97 |
| ASSOC. FIRE PLANS EXAMINER | | 11,356.75 | 11,924.59 | 12,520.82 | 13,146.86 | 13,804.20 |
| BATTALION CHIEF | | 16,358.09 | 17,175.99 | 18,034.79 | 18,936.53 | 19,883.36 |
| BATTALION CHIEF - PRE-FIRE MANAGEMENT & | | | | | | |
| WILDFIRE RESILIENCE | | 16.358.09 | 17.175.99 | 18,034.79 | 18,936.53 | 19,883.36 |
| BUSINESS SERVICES ASSOCIATE I | | 6.099.89 | 6,404.88 | 6,725.12 | 7,061.38 | 7,414.45 |
| BUSINESS SERVICES ASSOCIATE II | | 7,382.11 | 7,751.22 | 8,138.78 | 8,545.72 | 8,973.01 |
| COMMUNITY RISK PROGRAM DIRECTOR | | 13,078.77 | 13,732.71 | 14,419.35 | 15,140.32 | 15,897.34 |
| COMMUNITY RISK SPECIALIST I | | 8,618.11 | 9,049.02 | 9,501.47 | 9,976.54 | 10,475.37 |
| COMMUNITY RISK SPECIALIST II | | 10,336.65 | 10,853.48 | 11,396.15 | 11,965.96 | 12,564.26 |
| CONTRACT COMPLIANCE ANALYST | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| DATABASE ADMINISTRATOR | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| DEPUTY CHIEF | * | 18,238.89 | 19,150.83 | 20,108.37 | 21,113.79 | 22,169.48 |
| DEPUTY DIRECTOR OF COMMUNICATIONS | * | 14,877.78 | 15,621.67 | 16,402.75 | 17,222.89 | 18,084.03 |
| DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT | * | 14.877.78 | 15,621.67 | 16,402.75 | 17,222.89 | 18,084.03 |
| DEPUTY FIRE MARSHAL I | | 10,808.92 | 11,349.37 | 11,916.84 | 12,512.68 | 13,138.31 |
| DEPUTY FIRE MARSHAL II | | 11,892.70 | 12,487.34 | 13,111.71 | 13,767.30 | 14,455.67 |
| DEPUTY FIRE MARSHAL TRAINEE | | 7,803.54 | 8,193.72 | - | | - |
| DIRECTOR OF BUSINESS SERVICES | * | 17,390.28 | 18,259.79 | 19,172.78 | 20,131.42 | 21,137.99 |
| DIRECTOR OF COMMUNICATIONS | * | 15.638.75 | 16,420.69 | 17,241.72 | 18,103.81 | 19,009.00 |
| DIRECTOR OF EMERGENCY MANAGEMENT | * | 15,638.75 | 16,420.69 | 17,241.72 | 18,103.81 | 19,009.00 |
| DIRECTOR OF FIRE PREVENTION | * | 17,390.28 | 18,259.79 | 19,172.78 | 20,131.42 | 21,137.99 |
| DIRECTOR OF PERSONNEL SERVICES | * | 16,080.69 | 16,884.72 | 17,728.96 | 18,615.41 | 19,546.18 |
| DIRECTOR OF SUPPORT SERVICES | * | 16,080.69 | 16,884.72 | 17,728.96 | 18,615.41 | 19,546.18 |
| EMS COORDINATOR | * | 11,714.49 | 12,300.21 | 12,915.22 | 13,560.98 | 14,239.03 |
| EXECUTIVE ASSISTANT TO THE FIRE CHIEF | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| FACILITIES MAINTENANCE MANAGER | | 12,176.50 | 12,785.33 | 13,424.60 | 14,095.83 | 14,800.62 |
| FINANCIAL ANALYST/ACCOUNTANT | * | 10,341.71 | 10,858.80 | 11,401.74 | 11.971.83 | 12,570.42 |
| FIRE CAPTAIN | | 12,641.94 | 13,274.04 | 13,937.74 | 14,634.63 | 15,366.36 |
| FIRE CHIEF | * | 22,418.08 | 23.538.98 | 24,715.93 | 25,951.73 | 27.249.32 |
| FIRE MECHANIC I | | 8,073.08 | 8,476.73 | 8,900.57 | 9,345.60 | 9,812.88 |
| FIRE MECHANIC II | | 9,687.92 | 10,172.32 | 10,680.94 | 11,214.99 | 11,775.74 |
| FIRE PLANS EXAMINER | | 12,487.34 | 13,111.71 | 13,767.30 | 14,455.67 | 15,178.45 |
| FIREFIGHTER/ENGINEER | | 10,535.01 | 11,061.76 | 11,614.85 | 12,195.59 | 12,805.37 |
| FIREFIGHTER | | | | | 1 | |
| Voluntary Reduced Rank before July 31, 2020 | | 9,741.11 | 10,228.17 | 10,739.58 | 11,276.56 | 11,840.39 |
| FIREFIGHTER | | 9.577.29 | 10,056.15 | 10,558.96 | 11,086.91 | 11,641.26 |
| GENERAL MAINT. CRAFTSWORKER | | 8,053.43 | 8,456.10 | 8,878.91 | 9,322.86 | 9,789.00 |
| GIS ANALYST | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL | | 15,790.10 | 16,579.61 | 17,408.59 | 18,279.02 | 19,192.97 |
| HAZARDOUS MATERIALS INSPECTOR | | 11,892.70 | 12,487.34 | 13,111.71 | 13,767.30 | 14,455.67 |
| HAZARDOUS MATERIALS SPECIALIST | | 12,487.34 | 13,111.71 | 13,767.30 | 14,455.67 | 15,178.45 |
| INFORMATION SPECIALIST | | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| INFORMATION SYSTEMS ANALYST I | | 7.522.23 | 7,898.34 | 8,293.26 | 8,707.92 | 9,143.32 |
| INFORMATION SYSTEMS ANALYST II | | 8,992.80 | 9,442.44 | 9,914.56 | 10,410.29 | 10.930.80 |
| INFORMATION SYSTEMS ANALYST III | | 9,892.09 | 10,386.69 | 10,906.02 | 11,451.32 | 12,023.89 |
| INFORMATION TECHNOLOGY OFFICER | * | 14.854.29 | 15,597.00 | 16,376.85 | 17,195.69 | 18,055.47 |
| SYSTEMS ADMINISTRATOR | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |

| POSITION | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|--|---|-----------|-----------|-----------|-----------|-----------|
| MANAGEMENT ANALYST | • | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| MANAGEMENT ANALYST - ASSOCIATE A | * | 7,456.77 | 7,829.61 | 8,221.09 | 8,632.14 | 9,063.75 |
| MANAGEMENT ANALYST - ASSOCIATE B | | 8,992.80 | 9,442.44 | 9,914.56 | 10,410.29 | 10,930.80 |
| NETWORK & SECURITY ADMINISTRATOR | * | 11.069.36 | 11,622.83 | 12,203.97 | 12,814.17 | 13,454.88 |
| OFFICE ASSISTANT | | 5,545.19 | 5,822.45 | 6,113.57 | 6,419.25 | 6,740.21 |
| PERSONNEL SERVICES TECHNICIAN | * | 7,382.11 | 7,751.22 | 8,138.78 | 8,545.72 | 8,973.01 |
| PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT | * | 11.892.96 | 12,487.61 | 13,111.99 | 13,767.59 | 14,455.97 |
| PROGRAM SPECIALIST I | | 7,494.00 | 7,868.70 | 8,262.14 | 8,675.25 | 9,109.01 |
| PROGRAM SPECIALIST II | | 9,705.78 | 10,191.07 | 10,700.62 | 11,235.65 | 11.797.43 |
| SENIOR COMMUNITY RISK SPECIALIST | | 11,379.28 | 11,948.24 | 12,545.65 | 13,172.93 | 13,831.58 |
| SENIOR DEPUTY FIRE MARSHAL | | 13,078.77 | 13,732.71 | 14,419.35 | 15,140.32 | 15,897.34 |
| SENIOR FIRE MECHANIC | | 11.622.92 | 12,204.07 | 12,814.27 | 13,454.98 | 14,127.73 |
| SENIOR FIRE PLANS EXAMINER | | 13,733.98 | 14,420.68 | 15,141.71 | 15,898.80 | 16,693.74 |
| SENIOR HAZARDOUS MATERIALS SPECIALIST | | 13.733.98 | 14,420.68 | 15,141.71 | 15.898.80 | 16,693.74 |
| SENIOR MANAGEMENT ANALYST | * | 11,892.96 | 12,487.61 | 13,111.99 | 13,767.59 | 14,455.97 |
| SENIOR PROGRAM SPECIALIST | | 11,069.34 | 11,622.81 | 12,203.95 | 12,814.15 | 13,454.86 |
| SUPPLY SERVICES SPECIALIST I | | 5,545.19 | 5,822.45 | 6,113.57 | 6,419.25 | 6,740.21 |
| SUPPLY SERVICES SPECIALIST II | | 6,099.89 | 6,404.88 | 6,725.12 | 7,061.38 | 7,414.45 |
| | | | | | | |
| SUPPLY SERVICES SPECIALIST, | | | | | | 10 100 04 |
| Hired before August 1, 2016 | | 10.016.44 | 10,517.26 | 11,043.12 | 11,595.28 | 12,175.04 |
| FIREFIGHTER TRAINEE (Extra-help) | * | 8,706.63 | | | | - |
| PAID INTERN \$15 PER HR (Extra-help) | • | 2,600.00 | | | - | |
| PAID INTERN \$20 PER HR (Extra-help) | * | 3,466.67 | | - | • | 10.524.20 |
| COMMUNITY WILDFIRE SPECIALIST (Extra-help) | * | 8,666.67 | 9,100.00 | 9,555.00 | 10,032.75 | 10,534.39 |
| FIRE-FUELS CREW MEMBER (Extra-help) | * | 4,333.33 | 4,550.00 | 4,777.50 | 5,016.38 | 5,267.20 |

^{*}Unrepresented employee

| POSITION | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|---|---|---------------------------------------|-----------|------------------------|------------------------|-----------|
| ADMINISTRATIVE ASSISTANT I | | 6,099.89 | 6,404.88 | 6,725.12 | 7,061.38 | 7,414.45 |
| ADMINISTRATIVE ASSISTANT II | | 7,382.11 | 7,751.22 | 8,138.78 | 8,545.72 | 8,973.01 |
| ADMINISTRATIVE ASSISTANT III | * | 8,992.80 | 9,442.44 | 9,914.56 | 10,410.29 | 10,930.80 |
| ADMINISTRATIVE ASSISTANT IV | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| ASSISTANT FIRE CHIEF | | 20,181.58 | 21,190.66 | 22,250.19 | 23,362.70 | 24.530.84 |
| ASSISTANT FIRE MARSHAL | | 15,790.10 | 16,579.61 | 17,408.59 | 18,279.02 | 19,192.97 |
| ASSOC. FIRE PLANS EXAMINER | | 11,356.75 | 11,924.59 | 12,520.82 | 13,146.86 | 13,804.20 |
| BATTALION CHIEF | | 16,358.09 | 17,175.99 | 18,034.79 | 18.936.53 | 19,883.36 |
| BATTALION CHIEF - PRE-FIRE MANAGEMENT & | | | | | | |
| WILDFIRE RESILIENCE | | 16,358.09 | 17,175.99 | 18,034.79 | 18,936.53 | 19.883.36 |
| BUSINESS SERVICES ASSOCIATE I | | 6,099.89 | 6,404.88 | 6,725.12 | 7.061.38 | 7,414.45 |
| BUSINESS SERVICES ASSOCIATE II | | 7,382.11 | 7,751.22 | 8,138.78 | 8,545.72 | 8,973.01 |
| COMMUNITY RISK PROGRAM DIRECTOR | | 13,078.77 | 13,732.71 | 14,419.35 | 15,140.32 | 15,897.34 |
| COMMUNITY RISK SPECIALIST I | | 8,618.11 | 9,049.02 | 9,501.47 | 9,976.54 | 10,475.37 |
| COMMUNITY RISK SPECIALIST II | | 10,336.65 | 10,853.48 | 11,396.15 | 11,965.96 | 12,564.26 |
| CONTRACT COMPLIANCE ANALYST | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| DATABASE ADMINISTRATOR | • | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| DEPUTY CHIEF | | 18,238.89 | 19,150.83 | 20,108.37 | 21,113.79 | 22,169.48 |
| DEPUTY DIRECTOR OF COMMUNICATIONS | * | 14,877.78 | 15,621.67 | 16,402.75 | 17,222.89 | 18,084.03 |
| DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT | • | 14,877.78 | 15,621.67 | 16,402.75 | 17,222.89 | 18,084.03 |
| DEPUTY FIRE MARSHAL I | | 10,808.92 | 11,349.37 | 11,916.84 | 12,512.68 | |
| DEPUTY FIRE MARSHAL II | | 11,892.70 | 12,487.34 | 13,111.71 | 13,767.30 | 14,455.67 |
| DEPUTY FIRE MARSHAL TRAINEE | * | 7,803.54 | 8,193.72 | 10 172 79 | 20 121 42 | 21,137.99 |
| DIRECTOR OF BUSINESS SERVICES | ÷ | 17,390.28 | 18,259.79 | 19,172.78 | 20,131.42 | |
| DIRECTOR OF COMMUNICATIONS | + | 15,638.75 | 16,420.69 | 17,241.72 17,241.72 | 18,103.81 18,103.81 | 19,009.00 |
| DIRECTOR OF EMERGENCY MANAGEMENT | * | 15,638.75 | 18,259.79 | 19,172.78 | 20,131.42 | 21,137.99 |
| DIRECTOR OF FIRE PREVENTION | * | 17,390.28 | 16,884.72 | 17,728.96 | 18,615.41 | 19,546.18 |
| DIRECTOR OF PERSONNEL SERVICES | • | 16,080.69 | | 17,728.96 | 18,615.41 | 19,546.18 |
| DIRECTOR OF SUPPORT SERVICES | * | 16,080.69 11,714.49 | 16,884.72 | 12,915.22 | 13,560.98 | 14,239.03 |
| EXECUTIVE ASSISTANT TO THE FIRE CHIEF | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| FACILITIES MAINTENANCE MANAGER | | 12,176.50 | 12,785.33 | 13,424.60 | 14,095.83 | 14,800.62 |
| FINANCIAL ANALYST/ACCOUNTANT | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| FIRE CAPTAIN | | 12,641.94 | 13,274.04 | 13,937.74 | 14,634.63 | 15,366.36 |
| FIRE CHIEF | * | 22,418.08 | 23.538.98 | 24,715.93 | 25,951.73 | 27,249.32 |
| FIRE MECHANIC I | | 8,073.08 | 8,476.73 | 8,900.57 | 9,345.60 | 9,812.88 |
| FIRE MECHANIC II | | 9,687.92 | 10,172.32 | 10,680.94 | 11,214.99 | 11,775.74 |
| FIRE PLANS EXAMINER | | 12,487.34 | 13,111.71 | 13,767.30 | 14,455.67 | 15,178.45 |
| FIREFIGHTER/ENGINEER | | 10,535.01 | 11.061.76 | 11,614.85 | 12,195.59 | 12,805.37 |
| FIREFIGHTER | | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | 11,0010 | 11,01 | | |
| Voluntary Reduced Rank before July 31, 2020 | | 9,741.11 | 10,228.17 | 10,739.58 | 11,276.56 | 11,840.39 |
| FIREFIGHTER | | 9.577.29 | 10,056.15 | 10,558.96 | 11,086.91 | 11,641.26 |
| GENERAL MAINT, CRAFTSWORKER | | 8,053.43 | 8,456.10 | 8,878.91 | 9,322.86 | 9,789.00 |
| GIS ANALYST | * | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL | | 15,790.10 | 16,579.61 | 17,408.59 | 18,279.02 | 19,192.97 |
| HAZARDOUS MATERIALS INSPECTOR | | 11,892.70 | 12,487.34 | 13,111.71 | 13,767.30 | 14,455.67 |
| HAZARDOUS MATERIALS SPECIALIST | | 12,487.34 | 13,111.71 | 13,767.30 | 14,455.67 | 15,178.45 |
| INFORMATION SPECIALIST | | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| INFORMATION SYSTEMS ANALYST I | | 7,522.23 | 7,898.34 | 8,293.26 | 8,707.92 | 9,143.32 |
| INFORMATION SYSTEMS ANALYST II | | 8,992.80 | 9,442.44 | 9,914.56 | 10,410.29 | 10,930.80 |
| INFORMATION SYSTEMS ANALYST III | | 9,892.09 | 10,386.69 | 10,906.02 | 11,451.32 | 12,023.89 |
| INFORMATION TECHNOLOGY OFFICER | * | 14,854,29 | 15,597.00 | 16,376.85 | 17,195.69 | 18,055.47 |
| SYSTEMS ADMINISTRATOR | ٠ | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |

| POSITION | | STEP I | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|--|----------|-----------|-----------|------------|-----------|-----------|
| MANAGEMENT ANALYST | • | 10,341.71 | 10,858.80 | 11,401.74 | 11,971.83 | 12,570.42 |
| MANAGEMENT ANALYST - ASSOCIATE A | | 7,456.77 | 7,829.61 | 8,221.09 | 8,632.14 | 9,063.75 |
| MANAGEMENT ANALYST - ASSOCIATE B | ٠ | 8,992.80 | 9,442.44 | 9,914.56 | 10,410.29 | 10,930.80 |
| NETWORK & SECURITY ADMINISTRATOR | * | 11,069.36 | 11,622.83 | 12,203.97 | 12,814.17 | 13,454.88 |
| OFFICE ASSISTANT | | 5.545.19 | 5,822.45 | 6,113.57 | 6,419.25 | 6,740.21 |
| PERSONNEL SERVICES TECHNICIAN | * | 7,382.11 | 7,751.22 | 8,138.78 | 8,545.72 | 8,973.01 |
| PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT | | 11.892.96 | 12,487.61 | 13,111.99 | 13,767.59 | 14,455.97 |
| PROGRAM SPECIALIST I | | 7,494.00 | 7,868.70 | 8,262.14 | 8,675.25 | 9,109.01 |
| PROGRAM SPECIALIST II | | 9,705.78 | 10,191.07 | 10.700.62 | 11,235.65 | 11,797.43 |
| SENIOR COMMUNITY RISK SPECIALIST | | 11,379.28 | 11,948.24 | 12,545.65 | 13,172.93 | 13,831.58 |
| SENIOR DEPUTY FIRE MARSHAL | | 13,078.77 | 13,732.71 | 14,419.35 | 15,140.32 | 15,897.34 |
| SENIOR FIRE MECHANIC | | 11,622.92 | 12,204.07 | 12,814.27 | 13,454.98 | 14,127.73 |
| SENIOR FIRE PLANS EXAMINER | | 13,733.98 | 14,420.68 | 15,141.71 | 15,898.80 | 16,693.74 |
| SENIOR HAZARDOUS MATERIALS SPECIALIST | | 13,733.98 | 14,420.68 | 15,141.71 | 15,898.80 | 16,693.74 |
| SENIOR MANAGEMENT ANALYST | * | 11,892.96 | 12,487.61 | 13,111.99 | 13,767.59 | 14,455.97 |
| SENIOR PROGRAM SPECIALIST | | 11,069.34 | 11,622.81 | 12,203.95 | 12,814.15 | 13,454.86 |
| SUPPLY SERVICES SPECIALIST I | | 5,545.19 | 5,822.45 | 6,113.57 | 6,419.25 | 6,740.21 |
| SUPPLY SERVICES SPECIALIST II | | 6,099.89 | 6,404.88 | 6,725.12 | 7,061.38 | 7,414.45 |
| CANDALL GERMANIA GREAT TOTAL | | | | | | |
| SUPPLY SERVICES SPECIALIST, | | 10.016.44 | 10,517.26 | 11.043.12 | 11,595.28 | 12,175.04 |
| Hired before August 1, 2016 | • | 8,706.63 | 10,317.20 | 11,043.12 | 11,373.20 | 12,113.07 |
| FIREFIGHTER TRAINEE (Extra-help) | • | 2,600.00 | <u>-</u> | <u>:</u> _ | | |
| PAID INTERN \$15 PER HR (Extra-help) | <u> </u> | | <u> </u> | | | |
| PAID INTERN \$20 PER HR (Extra-help) | * | 3,466.67 | 0.100.00 | 9,555.00 | 10.032.75 | 10,534.39 |
| COMMUNITY WILDFIRE SPECIALIST (Extra-help) | * | 8,666.67 | 9,100.00 | | 5.016.38 | 5,267.20 |
| FIRE-FUELS CREW MEMBER (Extra-help) | | 4,333.33 | 4,550.00 | 4,777.50 | 3,010.38 | 3,207.20 |

^{*}Unrepresented employee