

SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT  
SALARY ORDINANCE

ORDINANCE NO. CFPD-2019-3

AN ORDINANCE AMENDING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION  
ORDINANCE NO. CFPD-2019-2 RELATING TO THE COMPENSATION OF OFFICES OF  
THE SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT FIXING THE  
COMPENSATION AND SALARY OF EMPLOYEES IN SUCH OFFICES

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:

- 1 Administrative Assistant I (3 Remaining)
- 1 Administrative Assistant III\* (2 Remaining)
- or 1 Administrative Assistant IV\*
- 1 Financial Analyst/Accountant\*
- or 1 Principal Financial Analyst/Accountant\*

**SECTION 2:**

In SECTION 3 SALARY SCHEDULE the following shall be added:

- 1 Administrative Assistant II (for a total of 6)
- 1 Financial Analyst/Accountant\*
- 1 Principal Financial Analyst/Accountant\*

**SECTION 3:**

The following paragraph will be added to the end of SECTION 2: JOB CLASSIFICATIONS  
AND SALARY RANGES

- (4) Upon the recommendation and approval of the Fire Chief, the District may hire paid  
interns. Per individual, internships will be limited to 990 hours per fiscal year and will be  
compensated at either \$15 or \$20 per hour, depending on the qualifications or prevailing  
rates being paid for similar work. The rate of pay is fixed and will not be subject to cost  
of living adjustments provided to other positions covered by this Ordinance.

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EXHIBIT A

Santa Clara County Central Fire Protection District  
 Schedule of Monthly Salary Rates by Position  
 Effective January 14, 2019

Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	5,475.93	5,749.73	6,037.22	6,339.08	6,656.03
ADMINISTRATIVE ASSISTANT II	6,627.00	6,958.35	7,306.27	7,671.58	8,055.16
ADMINISTRATIVE ASSISTANT III *	8,072.93	8,476.58	8,900.41	9,345.43	9,812.70
ADMINISTRATIVE ASSISTANT IV *	9,283.86	9,748.05	10,235.45	10,747.22	11,284.58
ASSISTANT FIRE CHIEF *	17,778.57	18,667.50	19,600.88	20,580.92	21,609.97
ASSISTANT FIRE MARSHAL	13,334.84	14,001.58	14,701.66	15,436.74	16,208.58
ASSOC. FIRE PROTECTION ENGINEER	9,457.39	9,930.26	10,426.77	10,948.11	11,495.52
BATTALION CHIEF	14,410.34	15,130.86	15,887.40	16,681.77	17,515.86
BUSINESS SERVICES ASSOCIATE I	5,475.93	5,749.73	6,037.22	6,339.08	6,656.03
BUSINESS SERVICES ASSOCIATE II	6,627.00	6,958.35	7,306.27	7,671.58	8,055.16
COMMUNITY RISK PROGRAM DIRECTOR*	10,930.97	11,477.52	12,051.40	12,653.97	13,286.67
COMMUNITY RISK SPECIALIST I	6,727.44	7,063.81	7,417.00	7,787.85	8,177.24
COMMUNITY RISK SPECIALIST II	8,712.98	9,148.63	9,606.06	10,086.36	10,590.68
CONSTRUCTION COORDINATOR	10,930.97	11,477.52	12,051.40	12,653.97	13,286.67
CONTRACT COMPLIANCE ANALYST*	9,283.86	9,748.05	10,235.45	10,747.22	11,284.58
DATA BASE ADMINISTRATOR *	9,283.86	9,748.05	10,235.45	10,747.22	11,284.58
DEPUTY CHIEF *	16,067.19	16,870.55	17,714.08	18,599.78	19,529.77
DEPUTY DIRECTOR OF COMMUNICATIONS*	13,355.93	14,023.73	14,724.92	15,461.17	16,234.23
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT *	11,533.34	12,110.01	12,715.51	13,351.29	14,018.85
DEPUTY FIRE MARSHAL I	9,457.39	9,930.26	10,426.77	10,948.11	11,495.52
DEPUTY FIRE MARSHAL II	10,676.20	11,210.01	11,770.51	12,359.04	12,976.99
DEPUTY FIRE MARSHAL TRAINEE	7,005.32	7,355.59			
DIRECTOR OF BUSINESS SERVICES *	15,611.44	16,392.01	17,211.61	18,072.19	18,975.80
DIRECTOR OF COMMUNICATIONS*	14,039.07	14,741.02	15,478.07	16,251.97	17,064.57
DIRECTOR OF EMERGENCY MANAGEMENT *	13,334.84	14,001.58	14,701.66	15,436.74	16,208.58
DIRECTOR OF FIRE PREVENTION*	15,611.44	16,392.01	17,211.61	18,072.19	18,975.80
DIRECTOR OF PERSONNEL SERVICES *	14,435.80	15,157.59	15,915.47	16,711.24	17,546.80
EMS COORDINATOR *	10,516.22	11,042.03	11,594.13	12,173.84	12,782.53
FINANCIAL ANALYST/ACCOUNTANT *	9,283.86	9,748.05	10,235.45	10,747.22	11,284.58
FIRE CAPTAIN	11,348.80	11,916.24	12,512.05	13,137.65	13,794.53
FIRE CHIEF *	19,748.78	20,736.22	21,773.03	22,861.68	24,004.76
FIRE MECHANIC I	7,247.29	7,609.65	7,990.13	8,389.64	8,809.12
FIRE MECHANIC II	8,696.94	9,131.79	9,588.38	10,067.80	10,571.19
FIRE PROTECTION ENGINEER	10,676.20	11,210.01	11,770.51	12,359.04	12,976.99
FIREFIGHTER - TRAINEE (Extra Help)	8,511.65				
FIREFIGHTER/ENGINEER	9,457.39	9,930.26	10,426.77	10,948.11	11,495.52
GENERAL MAINT. CRAFTSWORKER	7,229.64	7,591.12	7,970.68	8,369.21	8,787.67
GIS ANALYST *	9,283.86	9,748.05	10,235.45	10,747.22	11,284.58
HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL	13,334.84	14,001.58	14,701.66	15,436.74	16,208.58
HAZARDOUS MATERIALS SPECIALIST	10,676.20	11,210.01	11,770.51	12,359.04	12,976.99
INFORMATION SPECIALIST	9,283.86	9,748.05	10,235.45	10,747.22	11,284.58
INFORMATION SYSTEMS ANALYST I	6,752.79	7,090.43	7,444.95	7,817.20	8,208.06
INFORMATION SYSTEMS ANALYST II	8,072.93	8,476.58	8,900.41	9,345.43	9,812.70

EXHIBIT A

Santa Clara County Central Fire Protection District  
 Schedule of Monthly Salary Rates by Position  
 Effective January 14, 2019

Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
INFORMATION TECHNOLOGY OFFICER *	13,334.84	14,001.58	14,701.66	15,436.74	16,208.58
INFORMATION TECHNOLOGY PROJECT COORDINATOR*	9,283.86	9,748.05	10,235.45	10,747.22	11,284.58
MANAGEMENT ANALYST - ASSOCIATE A *	6,694.02	7,028.72	7,380.16	7,749.17	8,136.63
MANAGEMENT ANALYST - ASSOCIATE B *	8,072.93	8,476.58	8,900.41	9,345.43	9,812.70
MANAGEMENT ANALYST *	9,283.86	9,748.05	10,235.45	10,747.22	11,284.58
NETWORK & SECURITY ADMINISTRATOR*	9,937.08	10,433.93	10,955.63	11,503.41	12,078.58
OFFICE ASSISTANT	4,977.97	5,226.87	5,488.21	5,762.62	6,050.75
PERSONNEL SERVICES TECHNICIAN*	6,627.00	6,958.35	7,306.27	7,671.58	8,055.16
PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT *	10,676.44	11,210.26	11,770.77	12,359.31	12,977.28
PROGRAM SPECIALIST I	6,727.44	7,063.81	7,417.00	7,787.85	8,177.24
PROGRAM SPECIALIST II	8,712.98	9,148.63	9,606.06	10,086.36	10,590.68
SENIOR COMMUNITY RISK SPECIALIST	9,937.06	10,433.91	10,955.61	11,503.39	12,078.56
SENIOR DEPUTY FIRE MARSHAL	11,533.34	12,110.01	12,715.51	13,351.29	14,018.85
SENIOR FIRE MECHANIC	10,434.02	10,955.72	11,503.51	12,078.69	12,682.62
SENIOR FIRE PROTECTION ENGINEER	11,533.34	12,110.01	12,715.51	13,351.29	14,018.85
SENIOR HAZARDOUS MATERIALS SPECIALIST	11,821.40	12,412.47	13,033.09	13,684.74	14,368.98
SENIOR MANAGEMENT ANALYST*	10,676.44	11,210.26	11,770.77	12,359.31	12,977.28
SENIOR PROGRAM SPECIALIST	9,937.06	10,433.91	10,955.61	11,503.39	12,078.56
SUPPLY SERVICES SPECIALIST I	4,977.97	5,226.87	5,488.21	5,762.62	6,050.75
SUPPLY SERVICES SPECIALIST II	5,475.93	5,749.73	6,037.22	6,339.08	6,656.03
SUPPLY SERVICES SPECIALIST, Hired prior to August 1, 2016	8,991.86	9,441.45	9,913.52	10,409.20	10,929.66
SUPPORT SERVICE MANAGER*	13,334.84	14,001.58	14,701.66	15,436.74	16,208.58

\* - Non Represented Positions

**SECTION 4:**

Exhibit A: Schedule of Monthly Salary Rates by Position, attached to this Ordinance and incorporated by reference, 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 January 15, 2019 and Sections 1, 2, 3 and 4 shall be implemented on January 14, 2019 (Pay Period 19/2),

PASSED AND ADOPTED by the Board of Directors of the Santa Clara County Central Fire Protection District, State of California, this JAN 15 2019 by the following vote:

AYES:	Directors,	<b>CHAVEZ, CORTESE, ELLENBERG</b>
NOES:	Directors,	<b>SIMITIAN, WASSERMAN</b>
ABSENT:	Directors,	<del>NONE</del>
		<del>NONE</del>

S. Joseph Simitian, 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 Supervisors.

ATTEST:

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TIFFANY LENNEAR  
ASSISTANT CLERK, BOARD OF SUPERVISORS

APPROVED AS TO FORM AND LEGALITY:

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Aimee Logan  
Lead Deputy County Counsel

Exhibits to this Ordinance: Exhibit A