

RESOLUTION NO. CFPD-2021-5

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT  
ADOPTING SALARY AND BENEFIT PACKAGE  
FOR THE NON-REPRESENTED MANAGEMENT, CONFIDENTIAL AND  
CIVILIAN ADMINISTRATIVE EMPLOYEES**

**WHEREAS**, the Board of Directors of the Santa Clara County Central Fire Protection District ("District") approved a successor labor agreement with IAFF, Local 1165 to be effective from November 29, 2021 through November 9, 2025; and

**WHEREAS**, on February 25, 2014, the Board of Directors of the District adopted Resolution No. CFPD 2014-2 adopting and setting the salary and benefit package for the District's non-represented management, confidential and civilian administrative employees that have historically received similar wage and benefit adjustments to those provided to the members of IAFF, Local 1165; and

**WHEREAS**, the benefit package provided to non-represented management, confidential and civilian administrative employees has been modified to reflect the benefit changes provided to IAFF, Local 1165 and is being presented for approval by the Board of Directors;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the District that the salaries for all non-represented management, confidential and civilian administrative employees shall increase by 5% effective November 29, 2021 (Pay Period 21/25). The positions covered by this Resolution are identified in the Master Salary Ordinance with an asterisk symbol; and

**BE IT FURTHER RESOLVED** that the salaries for all non-represented management, confidential and civilian administrative employees shall be increased by 3% effective November 14, 2022 (Pay Period 22/24), by 3% effective November 13, 2023 (Pay Period 23/24) and by 2.5% effective November 11, 2024 (Pay Period 24/24); and

**BE IT FURTHER RESOLVED** that the salaries for the Deputy Chief, Assistant Fire Chief and Fire Chief classifications shall receive realignment increases consistent with those received by the Battalion Chief classification. The salary increases and the realignment amounts of 2% effective November 29, 2021 (Pay Period 21/25), 1% effective November 14,

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CIVILIAN ADMINISTRATIVE EMPLOYEES, EFFECTIVE NOVEMBER 29, 2021

2022 (Pay Period 22/24), and 1% effective November 13, 2023 (Pay Period 23/24) shall not be compounded upon each other in the year received; and

**BE IT FURTHER RESOLOVED** that the benefits to be received by the non-represented management, confidential and civilian administrative employees are the same as those provided to IAFF, Local 1165 except as follows:

A. Life Insurance

1. The coverage limits for active employee basic term life and accidental death and dismemberment are \$50,000.
2. The Fire Chief and Assistant Fire Chief coverage limits for active employee basic and accidental death and dismemberment are \$200,000. Upon retirement from the District with five years continuous service, basic term life insurance starts at \$200,000 for the first year of retirement, and the amount reduces by \$20,000 every subsequent year on the retirement date anniversary. The final year of benefit is the 11th year of retirement or age 75, whichever is sooner, in the amount of \$10,000.

B. Vision Care

The District will provide a self-insured vision plan for current members and dependents. The plan will provide coverage for examinations, lenses (including contact lenses) and frames every 12 months.

C. Long Term Disability

The District will pay the member's premium in Local 1165's Long Term Disability (LTD) plan, or the District's LTD plan, up to an amount paid on behalf of Local 1165 members.

D. Employee Contribution Toward Retiree Medical Obligation Funded Unfunded Liability

The maximum contribution of employees in the unrepresented management, confidential and civilian administrative employees shall be the amount contributed by the highest paid classification in the IAFF, Local 1165, General Membership Unit, which is the same limit that applies to the Battalion Chiefs Unit.

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E. Education

1. 40-hour members will be released with full pay for up to 40 hours every 12 months, on a rolling basis, for schools, seminars, and fire department career development.
2. Education reimbursement, including transportation, lodging, and related per diem costs shall be reimbursed subject to District need and must receive prior approval by the employee's immediate supervisor.

F. Leaves and Cash Outs - All cash outs shall be hour-for-hour at the assigned base rate of pay excluding differentials.

1. Personal Leave

- a. Effective each July 1, 40-hour members will be credited with 24 hours of personal leave.
- b. 40-Hour members may convert 32 hours of sick leave to 32 hours of personal leave.
- c. 40-Hour members may cash out up to 40 hours of available personal leave at any time.
- d. All personal leave must be used or cashed out each fiscal year or it will be deemed relinquished at the end of each fiscal year.

2. Vacation Bank

- a. For 40-Hour employees, effective July 1 each year, 48 hours may be deducted from the sick leave balance. If this option is chosen, 48 hours will be added to the employee's vacation balance.
- b. 40-Hour members must use 80 hours of vacation each fiscal year.
- c. Each year any excess vacation hours over those specified in Section F. 2. b. of this Resolution, to a maximum of 128 hours for 40-hour employees, may be cashed out. This can be done at any time during the fiscal year.
- d. The cap on vacation accrual is 648 hours for 40-hour employees. Any vacation balance above the cap shall be cashed out immediately.

3. Cash Out of Sick Leave at Retirement

Employees will receive 75% sick leave payoff computed at the base hourly rate of pay excluding differentials at retirement to the extent that sick leave balance does not contribute to years of service.

**PASSED AND ADOPTED** by the Board of Directors of the Santa Clara County Central Fire Protection District on DEC 07 2021 by the following vote:

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

NOES: NONE

ABSENT: NONE

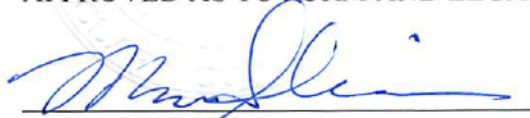
ABSTAIN: NONE

  
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  
Acting Clerk of the Board of Directors

APPROVED AS TO FORM AND LEGALITY:

  
MASA SHIOHIRA  
Lead Deputy County Counsel