

ORDINANCE NO. CFPD-2017-5

AN ORDINANCE REPLACING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION ORDINANCE NO. CFPD-2015-1, AS AMENDED BY ORDINANCE NO. CFPD-2015-2, ORDINANCE NO. CFPD-2016-1, ORDINANCE NO. CFPD-2016-2 ORDINANCE NO. CFPD 2017-1, CFPD 2017-2, CFPD-2017-3 AND ORDINANCE NO. CFPD-2017-4, RELATING TO THE COMPENSATION OF EMPLOYEES

The Board of Directors of the Santa Clara County Central Fire Protection District, State of California does ordain as follows:

SECTION 1:

In SECTION 5 SALARY SCHEDULE the following shall be deleted:

- 4 Deputy Chief: with Call Duty*
- OR Deputy Chief: without Call Duty*
- 1 Assistant Fire Chief*
- OR Deputy Chief: with Call Duty*
- OR Deputy Chief: without Call Duty*

SECTION 2:

In SECTION 5 SALARY SCHEDULE the following shall be added:

- 3 Deputy Chief *
- 1 Director of Fire Prevention*
- OR Deputy Chief*
- 1 Assistant Fire Chief*
- OR Deputy Chief*

SECTION 3:

Exhibit A-1 - 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 4:

Exhibit A-2 - 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:

Exhibit A-3 - 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 6:

Exhibit A-4 - 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 7:

Exhibit A-5 - 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.

Adopted: 04/25/2017

SECTION 8:

Exhibit A-6 - 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 9:

Exhibit A-7 - 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 10:

This Ordinance shall take effect April 25, 2017 and Sections 1, 2 and 3 shall be implemented on June 24, 2013 (Pay Period 13/13), Section 4 shall be implemented on February 3, 2014 (Pay Period 14/04), Section 5 shall be implemented on November 10, 2014 (Pay Period 14/24), Section 6 shall be implemented on February 16, 2015 Pay Period 15/05), Section 7 shall be implemented on November 9, 2015 (Pay Period 15/24), Section 8 shall be implemented on March 28, 2016 (Pay Period 16/18) , and Section 9 shall be implemented on August 15, 2016 (Pay Period 16/18).

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PASSED AND ADOPTED by the Board of Directors of the Santa Clara County Central Fire Protection District, State of California, this APR 25 2017 by the following vote:

AYES: CHAVEZ CORTESE, SIMITIAN, WASSERMAN, YEAGER
NOES: NONE
ABSENT: NONE

Dave Cortese, President
BOARD OF DIRECTORS

Megan Doyle
Clerk of the Board

APPROVED AS TO FORM AND LEGALITY:

Cheryl A. Stevens
Deputy County Counsel

EXHIBIT A - 1

**Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective June 24, 2013**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE SUPPORT OFFICER I *	5,527.84	5,804.23	6,094.44	6,399.16	6,719.12
ADMINISTRATIVE SUPPORT OFFICER II *	6,633.41	6,965.08	7,313.33	7,679.00	8,062.95
ADMINISTRATIVE SUPPORT OFFICER III *	7,628.45	8,009.87	8,410.36	8,830.88	9,272.42
ARSON INVESTIGATOR I	8,995.93	9,445.73	9,918.02	10,413.92	10,934.62
ARSON INVESTIGATOR II	10,104.03	10,609.23	11,139.69	11,696.67	12,281.50
ASSISTANT FIRE CHIEF *	14,608.43	15,338.85	16,105.79	16,911.08	17,756.63
ASSISTANT FIRE MARSHAL *	10,957.06	11,504.91	12,080.16	12,684.17	13,318.38
ASSOC. FIRE PROTECTION ENGINEER	7,771.02	8,159.57	8,567.55	8,995.93	9,445.73
ASSOCIATE PUBLIC EDUCATION OFFICER - A	6,357.05	6,674.90	7,008.65	7,359.08	7,727.03
ASSOCIATE PUBLIC EDUCATION OFFICER - B	7,628.45	8,009.87	8,410.36	8,830.88	9,272.42
BATTALION CHIEF *	11,840.82	12,432.86	13,054.50	13,707.23	14,392.59
BATTALION CHIEF - PROBATIONARY	10,957.06	11,504.91	12,080.16	12,684.17	13,318.38
BUSINESS SERVICES ASSOCIATE	5,445.39	5,717.66	6,003.54	6,303.72	6,618.91
CHIEF FIRE INVESTIGATOR *	10,957.06	11,504.91	12,080.16	12,684.17	13,318.38
CONSTRUCTION COORDINATOR	8,981.91	9,431.01	9,902.56	10,397.69	10,917.57
DEPUTY CHIEF *	13,202.19	13,862.30	14,555.42	15,283.19	16,047.35
DEPUTY FIRE MARSHAL I	7,771.02	8,159.57	8,567.55	8,995.93	9,445.73
DEPUTY FIRE MARSHAL II	8,772.63	9,211.26	9,671.82	10,155.41	10,663.18
DEPUTY FIRE MARSHAL TRAINEE	5,756.31	6,044.13			
DIRECTOR OF BUSINESS SERVICES *	12,827.72	13,469.11	14,142.57	14,849.70	15,592.19
DIRECTOR OF FIRE PREVENTION*	12,880.16	13,524.17	14,200.38	14,910.40	15,655.92
EMERGENCY SERVICES COORDINATOR *	7,771.02	8,159.57	8,567.55	8,995.93	9,445.73
FIRE CAPTAIN	9,325.16	9,791.42	10,280.99	10,795.04	11,334.79
FIRE CHIEF *	16,227.30	17,038.67	17,890.60	18,785.13	19,724.39
FIRE MECHANIC	8,165.32	8,573.59	9,002.27	9,452.36	9,925.00
FIRE MECHANIC I	5,955.13	6,252.89	6,565.53	6,893.81	7,238.50
FIRE MECHANIC II	7,146.19	7,503.50	7,878.68	8,272.61	8,686.24
FIRE PROTECTION ENGINEER	8,772.63	9,211.26	9,671.82	10,155.41	10,663.18
FIREFIGHTER/ENGINEER	7,771.02	8,159.57	8,567.55	8,995.93	9,445.73
GENERAL MAINT. CRAFTSWORKER	8,165.32	8,573.59	9,002.27	9,452.38	9,925.00
GENERAL MAINT. CRAFTSWORKER, Hired after 11/22/04	5,940.58	6,237.61	6,549.49	6,876.96	7,220.81
HAZARDOUS MATERIALS SPECIALIST	8,772.63	9,211.26	9,671.82	10,155.41	10,663.18
INFORMATION SYSTEMS MANAGER	8,936.60	9,383.43	9,852.60	10,345.23	10,862.49
INFORMATION SYSTEMS NETWORK ANALYST	7,338.12	7,705.03	8,090.28	8,494.79	8,919.53
MANAGEMENT ANALYST - ASSOCIATE A *	5,527.84	5,804.23	6,094.44	6,399.16	6,719.12
MANAGEMENT ANALYST - ASSOCIATE B *	6,633.41	6,965.08	7,313.33	7,679.00	8,062.95
MANAGEMENT ANALYST *	7,628.45	8,009.87	8,410.36	8,830.88	9,272.42
OFFICE ASSISTANT I	4,090.49	4,295.01	4,508.76	4,735.25	4,972.01
OFFICE ASSISTANT II	4,499.53	4,724.51	4,960.74	5,208.78	5,469.22
PERSONNEL SERVICES MANAGER *	10,104.03	10,609.23	11,139.69	11,696.67	12,281.50
PUBLIC EDUCATION OFFICER *	8,772.63	9,211.26	9,671.82	10,155.41	10,663.18
SECRETARY	5,445.39	5,717.66	6,003.54	6,303.72	6,618.91
SENIOR DEPUTY FIRE MARSHAL	9,476.79	9,950.63	10,448.16	10,970.57	11,519.10
SENIOR EMERGENCY SERVICES COORDINATOR	8,772.63	9,211.26	9,671.82	10,155.41	10,663.18
SENIOR FIRE MECHANIC	8,573.59	9,002.27	9,452.38	9,925.00	10,421.25
SENIOR HAZARDOUS MATERIALS SPECIALIST	9,713.65	10,199.33	10,709.30	11,244.77	11,807.01
SUPPLY SERVICES ASSISTANT	5,683.58	5,967.76	6,266.15	6,579.46	6,908.43
SUPPLY SERVICES SPECIALIST	7,388.63	7,758.06	8,145.96	8,553.26	8,980.92

* - Non Represented Positions

EXHIBIT A - 2

Santa Clara County Central Fire Protection District
 Schedule of Monthly Salary Rates by Position
 Effective February 3, 2014

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE SUPPORT OFFICER I *	5,748.96	6,036.41	6,338.23	6,655.14	6,987.90
ADMINISTRATIVE SUPPORT OFFICER II *	6,898.75	7,243.69	7,605.87	7,986.16	8,385.47
ADMINISTRATIVE SUPPORT OFFICER III *	7,933.59	8,330.27	8,746.78	9,184.12	9,643.33
ARSON INVESTIGATOR I	9,355.67	9,823.45	10,314.62	10,830.35	11,371.87
ARSON INVESTIGATOR II	10,508.16	11,033.57	11,585.25	12,164.51	12,772.74
ASSISTANT FIRE CHIEF *	15,192.75	15,952.39	16,750.01	17,587.51	18,466.89
ASSISTANT FIRE MARSHAL *	11,395.35	11,965.12	12,563.38	13,191.55	13,851.13
ASSOC. FIRE PROTECTION ENGINEER	8,081.84	8,485.93	8,910.23	9,355.74	9,823.53
ASSOCIATE PUBLIC EDUCATION OFFICER - A	6,611.28	6,941.84	7,288.93	7,653.38	8,036.05
ASSOCIATE PUBLIC EDUCATION OFFICER - B	7,933.47	8,330.14	8,746.65	9,183.98	9,643.18
BATTALION CHIEF *	12,314.43	12,930.15	13,576.66	14,255.49	14,968.26
BATTALION CHIEF - PROBATIONARY	11,395.28	11,965.04	12,563.29	13,191.45	13,851.02
BUSINESS SERVICES ASSOCIATE	5,663.15	5,946.31	6,243.63	6,555.81	6,883.60
CHIEF FIRE INVESTIGATOR *	11,395.28	11,965.04	12,563.29	13,191.45	13,851.02
CONSTRUCTION COORDINATOR	9,341.11	9,808.17	10,298.58	10,813.51	11,354.19
DEPUTY CHIEF *	13,730.29	14,416.80	15,137.64	15,894.52	16,689.25
DEPUTY FIRE MARSHAL I	8,081.84	8,485.93	8,910.23	9,355.74	9,823.53
DEPUTY FIRE MARSHAL II	9,123.40	9,579.57	10,058.55	10,561.48	11,089.55
DEPUTY FIRE MARSHAL TRAINEE	5,986.41	6,285.73			
DIRECTOR OF BUSINESS SERVICES *	13,340.83	14,007.87	14,708.26	15,443.67	16,215.85
DIRECTOR OF FIRE PREVENTION*	13,395.35	14,065.12	14,768.38	15,506.80	16,282.14
EMERGENCY SERVICES COORDINATOR *	8,081.77	8,485.86	8,910.15	9,355.68	9,823.44
FIRE CAPTAIN	9,698.18	10,183.09	10,692.24	11,226.85	11,788.19
FIRE CHIEF *	16,876.41	17,720.23	18,606.24	19,536.55	20,513.38
FIRE MECHANIC	8,491.77	8,916.36	9,362.18	9,830.29	10,321.80
FIRE MECHANIC I	6,193.20	6,502.86	6,828.00	7,169.40	7,527.87
FIRE MECHANIC II	7,432.01	7,803.61	8,193.79	8,603.48	9,033.65
FIRE PROTECTION ENGINEER	9,123.40	9,579.57	10,058.55	10,561.48	11,089.55
FIREFIGHTER/ENGINEER	8,081.77	8,485.86	8,910.15	9,355.68	9,823.44
GENERAL MAINT. CRAFTSWORKER	8,491.77	8,916.36	9,362.18	9,830.29	10,321.80
GENERAL MAINT. CRAFTSWORKER, Hired after 11/22/04	6,178.12	6,487.03	6,811.38	7,151.95	7,509.55
HAZARDOUS MATERIALS SPECIALIST	9,123.40	9,579.57	10,058.55	10,561.48	11,089.55
INFORMATION SYSTEMS ANALYST I *	5,770.63	6,059.16	6,362.12	6,680.23	7,014.24
INFORMATION SYSTEMS ANALYST II *	6,636.21	6,968.02	7,316.42	7,682.24	8,066.35
INFORMATION SYSTEMS ANALYST III *	7,631.64	8,013.22	8,413.88	8,834.57	9,276.30
INFORMATION TECHNOLOGY OFFICER *	10,223.46	10,734.63	11,271.36	11,834.93	12,426.68
MANAGEMENT ANALYST - ASSOCIATE A *	5,748.96	6,036.41	6,338.23	6,655.14	6,987.90
MANAGEMENT ANALYST - ASSOCIATE B *	6,898.75	7,243.69	7,605.87	7,986.16	8,385.47
MANAGEMENT ANALYST *	7,933.59	8,330.27	8,746.78	9,184.12	9,643.33
OFFICE ASSISTANT I	4,253.95	4,466.65	4,689.98	4,924.48	5,170.70
OFFICE ASSISTANT II	4,679.48	4,913.45	5,159.12	5,417.08	5,687.93
PERSONNEL SERVICES MANAGER *	10,508.19	11,033.60	11,585.28	12,164.54	12,772.77
PUBLIC EDUCATION OFFICER *	9,123.54	9,579.72	10,058.71	10,561.65	11,089.73
SECRETARY	5,663.15	5,946.31	6,243.63	6,555.81	6,883.60
SENIOR DEPUTY FIRE MARSHAL	9,855.73	10,348.52	10,865.95	11,409.25	11,979.71
SENIOR FIRE MECHANIC	8,916.44	9,362.26	9,830.37	10,321.89	10,837.98
SENIOR HAZARDOUS MATERIALS SPECIALIST	10,102.04	10,607.14	11,137.50	11,694.38	12,279.10
SENIOR EMERGENCY SERVICES COORDINATOR	9,123.54	9,579.72	10,058.71	10,561.65	11,089.73
SUPPLY SERVICES ASSISTANT	5,910.84	6,206.38	6,516.70	6,842.54	7,184.67
SUPPLY SERVICES SPECIALIST	7,684.04	8,068.24	8,471.65	8,895.23	9,339.99

* - Non Represented Positions

EXHIBIT A - 3

Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective November 11, 2014

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	4,819.86	5,060.85	5,313.89	5,579.58	5,858.56
ADMINISTRATIVE ASSISTANT II	5,833.04	6,124.69	6,430.92	6,752.47	7,090.09
ADMINISTRATIVE SUPPORT OFFICER I *	5,921.43	6,217.50	6,528.38	6,854.80	7,197.54
ADMINISTRATIVE SUPPORT OFFICER II *	7,105.72	7,461.01	7,834.06	8,225.76	8,637.05
ADMINISTRATIVE SUPPORT OFFICER III *	8,171.60	8,580.18	9,009.19	9,459.65	9,932.63
ARSON INVESTIGATOR I	9,636.34	10,118.16	10,624.07	11,155.27	11,713.03
ARSON INVESTIGATOR II	10,823.40	11,364.57	11,932.80	12,529.44	13,155.91
ASSISTANT FIRE CHIEF *	15,648.54	16,430.97	17,252.52	18,115.15	19,020.91
ASSISTANT FIRE MARSHAL *	11,737.21	12,324.07	12,940.27	13,587.28	14,266.64
ASSOC. FIRE PROTECTION ENGINEER	8,324.30	8,740.52	9,177.55	9,636.43	10,118.25
ASSOCIATE PUBLIC EDUCATION OFFICER - A	6,809.82	7,150.10	7,507.61	7,882.99	8,277.14
ASSOCIATE PUBLIC EDUCATION OFFICER - B	8,171.47	8,580.04	9,009.04	9,459.49	9,932.46
BATTALION CHIEF *	12,683.86	13,318.05	13,983.95	14,683.15	15,417.31
BATTALION CHIEF - PROBATIONARY	11,737.00	12,323.85	12,940.04	13,587.04	14,266.39
BUSINESS SERVICES ASSOCIATE I	4,819.86	5,060.85	5,313.89	5,579.58	5,858.56
BUSINESS SERVICES ASSOCIATE II	5,833.04	6,124.69	6,430.92	6,752.47	7,090.09
CHIEF FIRE INVESTIGATOR *	11,737.14	12,324.00	12,940.20	13,587.21	14,266.57
CONSTRUCTION COORDINATOR	9,621.34	10,102.41	10,607.53	11,137.91	11,694.81
DEPUTY CHIEF *	14,142.20	14,849.31	15,591.78	16,371.37	17,189.94
DEPUTY FIRE MARSHAL I	8,324.30	8,740.52	9,177.55	9,636.43	10,118.25
DEPUTY FIRE MARSHAL II	9,397.10	9,866.96	10,360.31	10,878.33	11,422.25
DEPUTY FIRE MARSHAL TRAINEE	6,166.01	6,474.31			
DEPUTY DIRECTOR OF EMRGENCY MANAGEMENT *	10,151.55	10,659.13	11,192.09	11,751.69	12,339.27
DIRECTOR OF BUSINESS SERVICES *	13,741.05	14,428.10	15,149.51	15,906.99	16,702.34
DIRECTOR OF FIRE PREVENTION*	13,797.22	14,487.08	15,211.43	15,972.00	16,770.60
DIRECTOR OF EMERGENCY MANAGEMENT *	11,737.21	12,324.07	12,940.27	13,587.28	14,266.64
EMERGENCY SERVICES COORDINATOR *	8,324.31	8,740.53	9,177.56	9,636.44	10,118.26
FIRE CAPTAIN	9,989.12	10,488.58	11,013.01	11,563.66	12,141.84
FIRE CHIEF *	17,382.70	18,251.84	19,164.43	20,122.65	21,128.78
FIRE MECHANIC	8,746.53	9,183.86	9,643.05	10,125.20	10,631.46
FIRE MECHANIC I	6,379.00	6,697.95	7,032.85	7,384.49	7,753.71
FIRE MECHANIC II	7,654.97	8,037.72	8,439.61	8,861.59	9,304.67
FIRE PROTECTION ENGINEER	9,397.10	9,866.96	10,360.31	10,878.33	11,422.25
FIREFIGHTER/ENGINEER	8,324.22	8,740.43	9,177.45	9,636.32	10,118.14
GENERAL MAINT. CRAFTSWORKER	6,363.46	6,681.63	7,015.71	7,366.50	7,734.83
HAZARDOUS MATERIALS SPECIALIST	9,397.10	9,866.96	10,360.31	10,878.33	11,422.25
GIS ANALYST	7,860.59	8,253.62	8,666.30	9,099.62	9,554.60
INFORMATION SYSTEMS ANALYST I *	5,943.75	6,240.94	6,552.99	6,880.64	7,224.67
INFORMATION SYSTEMS ANALYST II *	6,835.29	7,177.05	7,535.90	7,912.70	8,308.34
INFORMATION SYSTEMS ANALYST III *	7,860.59	8,253.62	8,666.30	9,099.62	9,554.60
INFORMATION TECHNOLOGY OFFICER *	10,530.16	11,056.67	11,609.50	12,189.98	12,799.48
MANAGEMENT ANALYST - ASSOCIATE A *	5,921.43	6,217.50	6,528.38	6,854.80	7,197.54
MANAGEMENT ANALYST - ASSOCIATE B *	7,105.72	7,461.01	7,834.06	8,225.76	8,637.05
MANAGEMENT ANALYST *	8,171.60	8,580.18	9,009.19	9,459.65	9,932.63
OFFICE ASSISTANT	4,381.57	4,600.65	4,830.68	5,072.21	5,325.82
PERSONNEL SERVICES MANAGER *	10,823.44	11,364.61	11,932.84	12,529.48	13,155.95
PUBLIC EDUCATION OFFICER *	9,397.24	9,867.10	10,360.46	10,878.48	11,422.40
PUBLIC EINFORMATION OFFICER *	6,124.68	6,430.91	6,752.46	7,090.08	7,444.58
SENIOR DEPUTY FIRE MARSHAL	10,151.41	10,658.98	11,191.93	11,751.53	12,339.11
SENIOR FIRE MECHANIC	9,183.93	9,643.13	10,125.29	10,631.55	11,163.13
SENIOR HAZARDOUS MATERIALS SPECIALIST	10,405.10	10,925.36	11,471.63	12,045.21	12,647.47
SUPPLY SERVICES ASSISTANT	6,088.17	6,392.58	6,712.21	7,047.82	7,400.21

EXHIBIT A - 3

**Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective November 11, 2014**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SUPPLY SERVICES SPECIALIST	7,914.56	8,310.29	8,725.80	9,162.09	9,620.19

* - Non Represented Positions

EXHIBIT A - 4

Santa Clara County Central Fire Protection District
 Schedule of Monthly Salary Rates by Position
 Effective February 24, 2015

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	4,819.86	5,060.85	5,313.89	5,579.58	5,858.56
ADMINISTRATIVE ASSISTANT II	5,833.04	6,124.69	6,430.92	6,752.47	7,090.09
ADMINISTRATIVE SUPPORT OFFICER I *	5,921.43	6,217.50	6,528.38	6,854.80	7,197.54
ADMINISTRATIVE SUPPORT OFFICER II *	7,105.72	7,461.01	7,834.08	8,225.76	8,637.05
ADMINISTRATIVE SUPPORT OFFICER III *	8,171.60	8,580.18	9,009.19	9,459.65	9,932.63
ARSON INVESTIGATOR I	9,636.34	10,118.16	10,624.07	11,155.27	11,713.03
ARSON INVESTIGATOR II	10,823.40	11,364.57	11,932.80	12,529.44	13,155.91
ASISTANT DEPUTY DIRECTOR OF COMMUNITY EDUCATION *	9,621.30	10,102.37	10,607.49	11,137.86	11,694.75
ASSISTANT FIRE CHIEF *	15,648.54	16,430.97	17,252.52	18,115.15	19,020.91
ASSISTANT FIRE MARSHAL *	11,737.21	12,324.07	12,940.27	13,587.28	14,266.64
ASSOC. FIRE PROTECTION ENGINEER	8,324.30	8,740.52	9,177.55	9,636.43	10,118.25
BATTALION CHIEF *	12,683.86	13,318.05	13,983.95	14,683.15	15,417.31
BATTALION CHIEF - PROBATIONARY	11,737.00	12,323.85	12,940.04	13,587.04	14,266.39
BUSINESS SERVICES ASSOCIATE I	4,819.86	5,060.85	5,313.89	5,579.58	5,858.56
BUSINESS SERVICES ASSOCIATE II	5,833.04	6,124.69	6,430.92	6,752.47	7,090.09
CHIEF FIRE INVESTIGATOR *	11,737.14	12,324.00	12,940.20	13,587.21	14,266.57
CONSTRUCTION COORDINATOR	9,621.34	10,102.41	10,607.53	11,137.91	11,694.81
DEPUTY CHIEF *	14,142.20	14,849.31	15,591.78	16,371.37	17,189.94
DEPUTY FIRE MARSHAL I	8,324.30	8,740.52	9,177.55	9,636.43	10,118.25
DEPUTY FIRE MARSHAL II	9,397.10	9,866.96	10,360.31	10,878.33	11,422.25
DEPUTY FIRE MARSHAL TRAINEE	6,166.01	6,474.31			
DEPUTY DIRECTOR OF EMRGENCY MANAGEMENT *	10,151.55	10,659.13	11,192.09	11,751.69	12,339.27
DIRECTOR OF BUSINESS SERVICES *	13,741.05	14,428.10	15,149.51	15,906.99	16,702.34
DIRECTOR OF FIRE PREVENTION*	13,797.22	14,487.08	15,211.43	15,972.00	16,770.60
DIRECTOR OF EMERGENCY MANAGEMENT *	11,737.21	12,324.07	12,940.27	13,587.28	14,266.64
EMERGENCY MEDICAL SERVICES COORDINATOR *	9,256.28	9,719.09	10,205.04	10,715.29	11,241.05
FIRE CAPTAIN	9,989.12	10,488.58	11,013.01	11,563.66	12,141.84
FIRE CHIEF *	17,382.70	18,251.84	19,164.43	20,122.65	21,128.78
FIRE MECHANIC	8,746.53	9,183.86	9,643.05	10,125.20	10,631.46
FIRE MECHANIC I	6,379.00	6,697.95	7,032.85	7,384.49	7,753.71
FIRE MECHANIC II	7,654.97	8,037.72	8,439.61	8,861.59	9,304.67
FIRE PROTECTION ENGINEER	9,397.10	9,866.96	10,360.31	10,878.33	11,422.25
FIREFIGHTER/ENGINEER	8,324.22	8,740.43	9,177.45	9,636.32	10,118.14
GENERAL MAINT. CRAFTSWORKER	6,363.46	6,681.63	7,015.71	7,366.50	7,734.83
HAZARDOUS MATERIALS SPECIALIST	9,397.10	9,866.96	10,360.31	10,878.33	11,422.25
GIS ANALYST *	7,860.59	8,253.62	8,666.30	9,099.62	9,554.60
INFORMATION SYSTEMS ANALYST I *	5,943.75	6,240.94	6,552.99	6,880.64	7,224.67
INFORMATION SYSTEMS ANALYST II *	6,835.29	7,177.05	7,535.90	7,912.70	8,308.34
INFORMATION SYSTEMS ANALYST III *	7,860.59	8,253.62	8,666.30	9,099.62	9,554.60
INFORMATION TECHNOLOGY OFFICER *	10,530.16	11,056.67	11,609.50	12,189.98	12,799.48
MANAGEMENT ANALYST - ASSOCIATE A *	5,921.43	6,217.50	6,528.38	6,854.80	7,197.54
MANAGEMENT ANALYST - ASSOCIATE B *	7,105.72	7,461.01	7,834.08	8,225.76	8,637.05
MANAGEMENT ANALYST *	8,171.60	8,580.18	9,009.19	9,459.65	9,932.63
OFFICE ASSISTANT	4,381.57	4,600.65	4,830.68	5,072.21	5,325.82
PERSONNEL SERVICES MANAGER *	10,823.44	11,364.61	11,932.84	12,529.48	13,155.95
PROGRAM SPECIALIST I	5,921.43	6,217.50	6,528.38	6,854.80	7,197.54
PROGRAM SPECIALIST II	7,669.09	8,052.54	8,455.17	8,877.93	9,321.83
PUBLIC INFORMATION OFFICER *	6,124.68	6,430.91	6,752.46	7,090.08	7,444.58
SENIOR DEPUTY FIRE MARSHAL	10,151.41	10,658.98	11,191.93	11,751.53	12,339.11
SENIOR FIRE MECHANIC	9,183.93	9,643.13	10,125.29	10,631.55	11,163.13
SENIOR HAZARDOUS MATERIALS SPECIALIST	10,405.10	10,925.36	11,471.63	12,045.21	12,647.47
SENIOR PROGRAM SPECIALIST	8,746.50	9,183.83	9,643.02	10,125.17	10,631.43

EXHIBIT A - 4

Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective February 24, 2015

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SUPPLY SERVICES ASSISTANT	6,088.17	6,392.58	6,712.21	7,047.82	7,400.21
SUPPLY SERVICES SPECIALIST	7,914.56	8,310.29	8,725.80	9,162.09	9,620.19

* - Non Represented Positions

EXHIBIT A - 5

Santa Clara County Central Fire Protection District
 Schedule of Monthly Salary Rates by Position
 Effective November 9, 2015

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	4,916.26	5,162.07	5,420.17	5,691.18	5,975.74
ADMINISTRATIVE ASSISTANT II	5,949.70	6,247.19	6,559.55	6,887.53	7,231.91
ADMINISTRATIVE SUPPORT OFFICER I *	6,039.86	6,341.85	6,658.94	6,991.89	7,341.48
ADMINISTRATIVE SUPPORT OFFICER II *	7,247.83	7,810.22	7,980.73	8,380.27	8,809.78
ADMINISTRATIVE SUPPORT OFFICER III *	8,335.03	8,751.78	9,189.37	9,648.84	10,131.28
ARSON INVESTIGATOR I	9,829.07	10,320.52	10,838.55	11,378.38	11,947.30
ARSON INVESTIGATOR II	11,039.87	11,591.86	12,171.45	12,780.02	13,419.02
ASISTANT DEPUTY DIRECTOR OF COMMUNITY EDUCATION *	9,813.77	10,304.46	10,819.68	11,360.66	11,928.69
ASSISTANT FIRE CHIEF *	15,961.51	16,759.59	17,597.57	18,477.45	19,401.32
ASSISTANT FIRE MARSHAL *	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98
ASSOC. FIRE PROTECTION ENGINEER	8,490.79	8,915.33	9,361.10	9,829.16	10,320.62
BATTALION CHIEF *	12,937.54	13,584.42	14,263.64	14,976.82	15,725.66
BUSINESS SERVICES ASSOCIATE I	4,916.26	5,162.07	5,420.17	5,691.18	5,975.74
BUSINESS SERVICES ASSOCIATE II	5,949.70	6,247.19	6,559.55	6,887.53	7,231.91
CHIEF FIRE INVESTIGATOR *	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98
CONSTRUCTION COORDINATOR	9,813.77	10,304.46	10,819.68	11,360.66	11,928.69
DEPUTY CHIEF *	14,425.04	15,146.29	15,903.60	16,698.78	17,533.72
DEPUTY FIRE MARSHAL I	8,490.79	8,915.33	9,361.10	9,829.16	10,320.62
DEPUTY FIRE MARSHAL II	9,585.04	10,064.29	10,567.50	11,095.88	11,650.67
DEPUTY FIRE MARSHAL TRAINEE	6,289.33	6,603.80			
DEPUTY DIRECTOR OF EMRGENCY MANAGEMENT *	10,354.58	10,872.31	11,415.93	11,986.73	12,586.07
DIRECTOR OF BUSINESS SERVICES *	14,015.87	14,716.66	15,452.49	16,225.11	17,036.37
DIRECTOR OF FIRE PREVENTION*	14,073.16	14,776.82	15,515.66	16,291.44	17,108.01
DIRECTOR OF EMERGENCY MANAGEMENT *	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98
EMERGENCY MEDICAL SERVICES COORDINATOR *	9,441.41	9,913.48	10,409.15	10,929.61	11,478.09
FIRE CAPTAIN	10,188.90	10,698.35	11,233.27	11,794.93	12,384.68
FIRE CHIEF *	17,730.35	18,616.87	19,547.71	20,525.10	21,551.36
FIRE MECHANIC	8,921.46	9,367.53	9,835.91	10,327.71	10,844.10
FIRE MECHANIC I	6,508.58	6,831.91	7,173.51	7,532.19	7,908.80
FIRE MECHANIC II	7,808.07	8,198.47	8,608.39	9,038.81	9,490.75
FIRE PROTECTION ENGINEER	9,585.04	10,064.29	10,567.50	11,095.88	11,650.67
FIREFIGHTER/ENGINEER	8,490.79	8,915.33	9,361.10	9,829.16	10,320.62
GENERAL MAINT. CRAFTSWORKER	6,490.73	6,815.27	7,156.03	7,513.83	7,889.52
HAZARDOUS MATERIALS SPECIALIST	9,585.04	10,064.29	10,567.50	11,095.88	11,650.67
GIS ANALYST *	8,017.80	8,418.69	8,839.62	9,281.60	9,745.68
INFORMATION SYSTEMS ANALYST I *	6,062.63	6,365.76	6,684.05	7,018.25	7,369.16
INFORMATION SYSTEMS ANALYST II *	6,972.00	7,320.60	7,686.63	8,070.96	8,474.51
INFORMATION SYSTEMS ANALYST III *	8,017.80	8,418.69	8,839.62	9,281.60	9,745.68
INFORMATION TECHNOLOGY OFFICER *	10,740.76	11,277.80	11,841.69	12,433.77	13,055.46
MANAGEMENT ANALYST - ASSOCIATE A *	6,009.86	6,310.35	6,625.87	6,957.16	7,305.02
MANAGEMENT ANALYST - ASSOCIATE B *	7,247.83	7,610.22	7,980.73	8,380.27	8,809.78
MANAGEMENT ANALYST *	8,335.00	8,751.75	9,189.34	9,648.81	10,131.25
OFFICE ASSISTANT	4,469.20	4,692.66	4,927.29	5,173.65	5,432.33
PROGRAM SPECIALIST I	6,039.86	6,341.85	6,658.94	6,991.89	7,341.48
PROGRAM SPECIALIST II	7,822.47	8,213.59	8,624.27	9,055.48	9,508.25
PERSONNEL SERVICES MANAGER *	11,039.91	11,591.91	12,171.51	12,780.09	13,419.09
PUBLIC INFORMATION OFFICER *	6,247.17	6,559.53	6,887.51	7,231.89	7,593.48
SENIOR DEPUTY FIRE MARSHAL	10,354.58	10,872.31	11,415.93	11,986.73	12,586.07
SENIOR FIRE MECHANIC	9,367.61	9,835.99	10,327.79	10,844.18	11,386.39
SENIOR PROGRAM SPECIALIST	8,921.46	9,367.53	9,835.91	10,327.71	10,844.10
SENIOR HAZARDOUS MATERIALS SPECIALIST	10,613.20	11,143.86	11,701.05	12,286.10	12,900.41
STAFF BATTALION CHIEF	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98

EXHIBIT A - 5

**Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective November 9, 2015**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SUPPLY SERVICES ASSISTANT	6,209.93	6,520.43	6,846.45	7,188.77	7,548.21
SUPPLY SERVICES SPECIALIST	8,072.85	8,476.49	8,900.31	9,345.33	9,812.80

* - Non Represented Positions

EXHIBIT A - 6

Santa Clara County Central Fire Protection District
 Schedule of Monthly Salary Rates by Position
 Effective March 28, 2016

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	4,916.26	5,162.07	5,420.17	5,691.18	5,975.74
ADMINISTRATIVE ASSISTANT II	5,949.70	6,247.19	6,559.55	6,887.53	7,231.91
ADMINISTRATIVE SUPPORT OFFICER I *	6,039.86	6,341.85	6,658.94	6,991.89	7,341.48
ADMINISTRATIVE SUPPORT OFFICER II *	7,247.83	7,610.22	7,990.73	8,390.27	8,809.78
ADMINISTRATIVE SUPPORT OFFICER III *	8,335.03	8,751.78	9,189.37	9,648.84	10,131.28
ARSON INVESTIGATOR I	9,829.07	10,320.52	10,836.55	11,378.38	11,947.30
ARSON INVESTIGATOR II	11,039.87	11,591.86	12,171.45	12,780.02	13,419.02
ASISTANT DEPUTY DIRECTOR OF COMMUNITY EDUCATION *	9,813.77	10,304.46	10,819.68	11,360.66	11,928.69
ASSISTANT FIRE CHIEF *	15,961.51	16,759.59	17,597.57	18,477.45	19,401.32
ASSISTANT FIRE MARSHAL *	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98
ASSOC. FIRE PROTECTION ENGINEER	8,490.79	8,915.33	9,361.10	9,829.16	10,320.62
BATTALION CHIEF *	12,937.54	13,584.42	14,263.64	14,976.82	15,725.66
BUSINESS SERVICES ASSOCIATE I	4,916.26	5,162.07	5,420.17	5,691.18	5,975.74
BUSINESS SERVICES ASSOCIATE II	5,949.70	6,247.19	6,559.55	6,887.53	7,231.91
CHIEF FIRE INVESTIGATOR *	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98
CONSTRUCTION COORDINATOR	9,813.77	10,304.46	10,819.68	11,360.66	11,928.69
DEPUTY CHIEF *	14,425.04	15,146.29	15,903.60	16,698.78	17,533.72
DEPUTY FIRE MARSHAL I	8,490.79	8,915.33	9,361.10	9,829.16	10,320.62
DEPUTY FIRE MARSHAL II	9,585.04	10,064.29	10,567.50	11,095.88	11,650.67
DEPUTY FIRE MARSHAL TRAINEE	6,289.33	6,603.80			
DEPUTY DIRECTOR OF EMRGENCY MANAGEMENT *	10,354.58	10,872.31	11,415.93	11,986.73	12,586.07
DIRECTOR OF BUSINESS SERVICES *	14,015.87	14,716.66	15,452.49	16,225.11	17,036.37
DIRECTOR OF FIRE PREVENTION*	14,073.16	14,776.82	15,515.66	16,291.44	17,106.01
DIRECTOR OF EMERGENCY MANAGEMENT *	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98
DIRECTOR OF PERSONNEL SERVICES	11,039.91	11,591.91	12,171.51	12,780.09	13,419.09
EMERGENCY MEDICAL SERVICES COORDINATOR *	9,441.41	9,913.48	10,409.15	10,929.61	11,476.09
FIRE CAPTAIN	10,188.90	10,698.35	11,233.27	11,794.93	12,384.68
FIRE CHIEF *	17,730.35	18,616.87	19,547.71	20,525.10	21,551.36
FIRE MECHANIC	8,921.46	9,367.53	9,835.91	10,327.71	10,844.10
FIRE MECHANIC I	6,506.58	6,831.91	7,173.51	7,532.19	7,908.80
FIRE MECHANIC II	7,808.07	8,198.47	8,608.39	9,038.81	9,490.75
FIRE PROTECTION ENGINEER	9,585.04	10,064.29	10,567.50	11,095.88	11,650.67
FIREFIGHTER/ENGINEER	8,490.79	8,915.33	9,361.10	9,829.16	10,320.62
GENERAL MAINT. CRAFTSWORKER	6,490.73	6,815.27	7,156.03	7,513.83	7,889.52
HAZARDOUS MATERIALS SPECIALIST	9,585.04	10,064.29	10,567.50	11,095.88	11,650.67
GIS ANALYST *	8,017.80	8,418.69	8,839.62	9,281.60	9,745.68
INFORMATION SYSTEMS ANALYST I *	6,062.63	6,365.76	6,684.05	7,018.25	7,369.16
INFORMATION SYSTEMS ANALYST II *	6,972.00	7,320.60	7,688.63	8,070.96	8,474.51
INFORMATION SYSTEMS ANALYST III *	8,017.80	8,418.69	8,839.62	9,281.60	9,745.68
INFORMATION TECHNOLOGY OFFICER *	10,740.76	11,277.80	11,841.69	12,433.77	13,055.46
MANAGEMENT ANALYST - ASSOCIATE A *	6,009.86	6,310.35	6,625.87	6,957.16	7,305.02
MANAGEMENT ANALYST - ASSOCIATE B *	7,247.83	7,610.22	7,990.73	8,390.27	8,809.78
MANAGEMENT ANALYST *	8,335.00	8,751.75	9,189.34	9,648.81	10,131.25
OFFICE ASSISTANT	4,469.20	4,692.66	4,927.29	5,173.65	5,432.33
PROGRAM SPECIALIST I	6,039.86	6,341.85	6,658.94	6,991.89	7,341.48
PROGRAM SPECIALIST II	7,822.47	8,213.59	8,624.27	9,055.48	9,508.25
PUBLIC INFORMATION OFFICER *	6,247.17	6,559.53	6,887.51	7,231.89	7,593.48
SENIOR DEPUTY FIRE MARSHAL	10,354.58	10,872.31	11,415.93	11,986.73	12,586.07
SENIOR FIRE MECHANIC	9,367.61	9,835.99	10,327.79	10,844.18	11,386.39
SENIOR PROGRAM SPECIALIST	8,921.46	9,367.53	9,835.91	10,327.71	10,844.10
SENIOR HAZARDOUS MATERIALS SPECIALIST	10,613.20	11,143.86	11,701.05	12,286.10	12,900.41
STAFF BATTALION CHIEF	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98

EXHIBIT A - 6

**Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective March 28, 2016**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SUPPLY SERVICES ASSISTANT	6,209.93	6,520.43	6,846.45	7,188.77	7,548.21
SUPPLY SERVICES SPECIALIST	8,072.85	8,476.49	8,900.31	9,345.33	9,812.60

* - Non Represented Positions

EXHIBIT A - 7

Santa Clara County Central Fire Protection District
 Schedule of Monthly Salary Rates by Position
 Effective August 16, 2016

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	4,916.26	5,162.07	5,420.17	5,691.18	5,975.74
ADMINISTRATIVE ASSISTANT II	5,949.70	6,247.19	6,559.55	6,887.53	7,231.91
ADMINISTRATIVE ASSISTANT III *	7,247.83	7,610.22	7,990.73	8,390.27	8,809.78
ADMINISTRATIVE ASSISTANT IV *	8,335.03	8,751.78	9,189.37	9,648.84	10,131.28
ADMINISTRATIVE SUPPORT OFFICER I *	6,039.86	6,341.85	6,658.94	6,991.89	7,341.48
ADMINISTRATIVE SUPPORT OFFICER II *	7,247.83	7,610.22	7,990.73	8,390.27	8,809.78
ADMINISTRATIVE SUPPORT OFFICER III *	8,335.03	8,751.78	9,189.37	9,648.84	10,131.28
ARSON INVESTIGATOR I	9,829.07	10,320.52	10,836.55	11,378.38	11,947.30
ARSON INVESTIGATOR II	11,039.87	11,591.86	12,171.45	12,780.02	13,419.02
ASISTANT DEPUTY DIRECTOR OF COMMUNITY EDUCATION *	9,813.77	10,304.46	10,819.68	11,360.66	11,928.69
ASSISTANT FIRE CHIEF *	15,961.51	16,759.59	17,597.57	18,477.45	19,401.32
ASSISTANT FIRE MARSHAL *	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98
ASSOC. FIRE PROTECTION ENGINEER	8,490.79	8,915.33	9,361.10	9,829.16	10,320.62
BATTALION CHIEF *	12,937.54	13,584.42	14,263.64	14,976.82	15,725.66
BUSINESS SERVICES ASSOCIATE I	4,916.26	5,162.07	5,420.17	5,691.18	5,975.74
BUSINESS SERVICES ASSOCIATE II	5,949.70	6,247.19	6,559.55	6,887.53	7,231.91
CHIEF FIRE INVESTIGATOR *	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98
CONSTRUCTION COORDINATOR	9,813.77	10,304.46	10,819.68	11,360.66	11,928.69
DEPUTY CHIEF *	14,425.04	15,146.29	15,903.60	16,698.78	17,533.72
DEPUTY FIRE MARSHAL I	8,490.79	8,915.33	9,361.10	9,829.16	10,320.62
DEPUTY FIRE MARSHAL II	9,585.04	10,064.29	10,567.50	11,095.88	11,650.67
DEPUTY FIRE MARSHAL TRAINEE	6,289.33	6,603.80			
DEPUTY DIRECTOR OF EMRGENCY MANAGEMENT *	10,354.58	10,872.31	11,415.93	11,986.73	12,586.07
DIRECTOR OF BUSINESS SERVICES *	14,015.87	14,716.66	15,452.49	16,225.11	17,036.37
DIRECTOR OF FIRE PREVENTION*	14,073.16	14,776.82	15,515.66	16,291.44	17,106.01
DIRECTOR OF EMERGENCY MANAGEMENT *	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98
DIRECTOR OF PERSONNEL SERVICES	11,039.91	11,591.91	12,171.51	12,780.09	13,419.09
EMERGENCY MEDICAL SERVICES COORDINATOR *	9,441.41	9,913.48	10,409.15	10,929.61	11,476.09
FINANCIAL ANALYST-ACCOUNTANT *	9,778.96	10,265.81	10,779.10	11,318.06	11,883.96
FIRE CAPTAIN	10,188.90	10,698.35	11,233.27	11,794.93	12,384.68
FIRE CHIEF *	17,730.35	18,616.87	19,547.71	20,525.10	21,551.36
FIRE MECHANIC	8,921.46	9,367.53	9,835.91	10,327.71	10,844.10
FIRE MECHANIC I	6,506.58	6,831.91	7,173.51	7,532.19	7,908.80
FIRE MECHANIC II	7,808.07	8,198.47	8,608.39	9,038.81	9,490.75
FIRE PROTECTION ENGINEER	9,585.04	10,064.29	10,567.50	11,095.88	11,650.67
FIREFIGHTER/ENGINEER	8,490.79	8,915.33	9,361.10	9,829.16	10,320.62
GENERAL MAINT. CRAFTSWORKER	6,490.73	6,815.27	7,156.03	7,513.83	7,889.52
GIS ANALYST *	8,017.80	8,418.69	8,839.62	9,281.60	9,745.68
HAZARDOUS MATERIALS SPECIALIST	9,585.04	10,064.29	10,567.50	11,095.88	11,650.67
INFORMATION SYSTEMS ANALYST I *	6,062.63	6,365.76	6,684.05	7,018.25	7,369.16
INFORMATION SYSTEMS ANALYST II *	6,972.00	7,320.60	7,686.63	8,070.96	8,474.51
INFORMATION SYSTEMS ANALYST III *	8,017.80	8,418.69	8,839.62	9,281.60	9,745.68
INFORMATION TECHNOLOGY OFFICER *	10,740.76	11,277.80	11,841.69	12,433.77	13,055.46
MANAGEMENT ANALYST - ASSOCIATE A *	6,009.86	6,310.35	6,625.87	6,957.16	7,305.02
MANAGEMENT ANALYST - ASSOCIATE B *	7,247.83	7,610.22	7,990.73	8,390.27	8,809.78
MANAGEMENT ANALYST *	8,335.00	8,751.75	9,189.34	9,648.81	10,131.25
OFFICE ASSISTANT	4,469.20	4,692.66	4,927.29	5,173.65	5,432.33
PRINCIPAL FINANCIAL ANALYST - ACCOUNTANT *	9,585.25	10,064.51	10,567.74	11,096.13	11,650.94
PROGRAM SPECIALIST I	6,039.86	6,341.85	6,658.94	6,991.89	7,341.48
PROGRAM SPECIALIST II	7,822.47	8,213.59	8,624.27	9,055.48	9,508.25
PUBLIC INFORMATION OFFICER *	6,247.17	6,559.53	6,887.51	7,231.89	7,593.48
SENIOR DEPUTY FIRE MARSHAL	10,354.58	10,872.31	11,415.93	11,986.73	12,586.07

EXHIBIT A - 7

Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective August 16, 2016

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SENIOR FIRE MECHANIC	9,367.61	9,835.99	10,327.79	10,844.18	11,386.39
SENIOR PROGRAM SPECIALIST	8,921.46	9,367.53	9,835.91	10,327.71	10,844.10
SENIOR HAZARDOUS MATERIALS SPECIALIST	10,613.20	11,143.86	11,701.05	12,286.10	12,900.41
STAFF BATTALION CHIEF	11,971.95	12,570.55	13,199.08	13,859.03	14,551.98
SUPPLY SERVICES SPECIALIST I	4,469.20	4,692.66	4,927.29	5,173.65	5,432.33
SUPPLY SERVICES SPECIALIST II	4,916.26	5,162.07	5,420.17	5,691.18	5,975.74
SUPPLY SERVICES SPECIALIST, hired prior to August 1, 2016	8,072.85	8,476.49	8,900.31	9,345.33	9,812.60

* - Non Represented Positions