

SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT  
SALARY ORDINANCE

ORDINANCE NO. CFPD-2022-2-O

AN ORDINANCE AMENDING SANTA CLARA COUNTY CENTRAL FIRE PROTECTION  
ORDINANCE NO. CFPD-2021-1-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 Exhibit B – Schedule of Monthly Salary Rates by Position – to Ordinance No. CFPD-2021-1-O,  
the following:

POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
DIRECTOR OF EMERGENCY MANAGEMENT	*	14,146.94	14,854.29	15,597.00	16,376.85	17,195.69
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	*	12,235.72	12,847.51	13,489.89	14,164.38	14,872.60

Shall be amended to read:

POSITION		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
DIRECTOR OF EMERGENCY MANAGEMENT	*	14,894.05	15,638.75	16,420.69	17,241.72	18,103.81
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	*	14,169.31	14,877.78	15,621.67	16,402.75	17,222.89

**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.

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Santa Clara County Central Fire Protection District  
Salary Ordinance No. CFPD-2022-2-O

Adopted: 09/28/2021

**SECTION 3:**

This Ordinance shall take effect September 28, 2021 and all sections shall be implemented on September 20, 2021 (Pay Period 21/20).

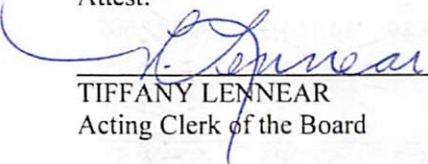
**PASSED AND ADOPTED** by the Board of Directors of the Santa Clara County Central Fire Protection District, State of California, this SEP 28 2021 by the following vote:

AYES: **CHAVEZ, ELLENBERG, LEE  
SIMITIAN, WASSERMAN**  
NOES: **NONE**  
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:

  
\_\_\_\_\_  
TIFFANY LENNEAR  
Acting Clerk of the Board

APPROVED AS TO FORM AND LEGALITY:

  
\_\_\_\_\_  
MASA SHIOHIRA  
Deputy County Counsel

Exhibits to this Ordinance: Exhibit A –Schedule of Job Classifications and Positions  
Exhibit B - Schedule of Monthly Salary Rates by Position

Santa Clara County Central Fire Protection District  
Salary Ordinance No. CFPD-2022-2-O

EXHIBIT A  
Santa Clara County Central Fire Protection District  
Schedule of Job Classifications and Positions  
Effective September 20, 2021

TOTAL POSITIONS: 71  
TOTAL FTEs: 334

Total No. of FTEs	Position Title		Position Title	
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			
11	BATTALION CHIEF			
1	BATTALION CHIEF - PRE-FIRE MANAGEMENT & WILDFIRE RESILIENCE			
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	FACILITIES MAINTENANCE MANAGER			
1	CONTRACT COMPLIANCE ANALYST			*
1	DATABASE ADMINISTRATOR			*
3	DEPUTY CHIEF			*
1	DEPUTY CHIEF	or	DIRECTOR OF FIRE PREVENTION	*
1	DEPUTY DIRECTOR OF COMMUNICATIONS			*
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	
1	DIRECTOR OF BUSINESS SERVICES			*
1	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	FINANCIAL ANALYST/ACCOUNTANT			*
68	FIRE CAPTAIN			*
1	FIRE CHIEF			*
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-hclp)*	
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	
1	INFORMATION SYSTEMS ANALYST I	or	INFORMATION SYSTEMS ANALYST II INFORMATION SYSTEMS ANALYST III	
1	INFORMATION TECHNOLOGY OFFICER			*
1	SYSTEMS ADMINISTRATOR			*
2	MANAGEMENT ANALYST - ASSOCIATE A	or	MANAGEMENT ANALYST - ASSOCIATE B or MANAGEMENT ANALYST	*
1	NETWORK & SECURITY ADMINISTRATOR			*

Total No. of FTEs	Position Title		Position Title	
1	OFFICE ASSISTANT			
1	PERSONNEL SERVICES TECHNICIAN			*
1	PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT			*
3	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			
1	SENIOR HAZARDOUS MATERIALS SPECIALIST			
1	SENIOR MANAGEMENT ANALYST			*
2	SENIOR PROGRAM SPECIALIST			
1	SUPPLY SERVICES SPECIALIST I			
1	SUPPLY SERVICES SPECIALIST II	or	SUPPLY SERVICES SPECIALIST, Hired before August 1, 2016	

\*See Resolution No. CFPD-2014-2 for Unrepresented employee benefits

**EXHIBIT B**  
**Santa Clara County Central Fire Protection District**  
**Schedule of Monthly Salary Rates by Position**  
**Effective September 20, 2021**

<b>POSITION</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
ADMINISTRATIVE ASSISTANT I	5,809.42	6,099.89	6,404.88	6,725.12	7,061.38
ADMINISTRATIVE ASSISTANT II	7,030.58	7,382.11	7,751.22	8,138.78	8,545.72
ADMINISTRATIVE ASSISTANT III	* 8,564.57	8,992.80	9,442.44	9,914.56	10,410.29
ADMINISTRATIVE ASSISTANT IV	* 9,849.25	10,341.71	10,858.80	11,401.74	11,971.83
ASSISTANT FIRE CHIEF	* 18,861.29	19,804.35	20,794.57	21,834.30	22,926.02
ASSISTANT FIRE MARSHAL	15,038.19	15,790.10	16,579.61	17,408.59	18,279.02
ASSOC. FIRE PLANS EXAMINER	10,815.95	11,356.75	11,924.59	12,520.82	13,146.86
BATTALION CHIEF	15,287.93	16,052.33	16,854.95	17,697.70	18,582.59
BATTALION CHIEF - PRE-FIRE MANAGEMENT & WILDFIRE RESILIENCE	15,287.93	16,052.33	16,854.95	17,697.70	18,582.59
BUSINESS SERVICES ASSOCIATE I	5,809.42	6,099.89	6,404.88	6,725.12	7,061.38
BUSINESS SERVICES ASSOCIATE II	7,030.58	7,382.11	7,751.22	8,138.78	8,545.72
COMMUNITY RISK PROGRAM DIRECTOR	12,455.97	13,078.77	13,732.71	14,419.35	15,140.32
COMMUNITY RISK SPECIALIST I	8,207.72	8,618.11	9,049.02	9,501.47	9,976.54
COMMUNITY RISK SPECIALIST II	9,844.43	10,336.65	10,853.48	11,396.15	11,965.96
CONTRACT COMPLIANCE ANALYST	* 9,849.25	10,341.71	10,858.80	11,401.74	11,971.83
DATABASE ADMINISTRATOR	* 9,849.25	10,341.71	10,858.80	11,401.74	11,971.83
DEPUTY CHIEF	* 17,045.69	17,897.97	18,792.87	19,732.51	20,719.14
DEPUTY DIRECTOR OF COMMUNICATIONS	* 14,169.31	14,877.78	15,621.67	16,402.75	17,222.89
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	* 14,169.31	14,877.78	15,621.67	16,402.75	17,222.89
DEPUTY FIRE MARSHAL I	10,294.21	10,808.92	11,349.37	11,916.84	12,512.68
DEPUTY FIRE MARSHAL II	11,326.38	11,892.70	12,487.34	13,111.71	13,767.30
DEPUTY FIRE MARSHAL TRAINEE	7,431.94	7,803.54	-	-	-
DIRECTOR OF BUSINESS SERVICES	* 16,562.17	17,390.28	18,259.79	19,172.78	20,131.42
DIRECTOR OF COMMUNICATIONS	* 14,894.05	15,638.75	16,420.69	17,241.72	18,103.81
DIRECTOR OF EMERGENCY MANAGEMENT	* 14,894.05	15,638.75	16,420.69	17,241.72	18,103.81
DIRECTOR OF FIRE PREVENTION	* 16,562.17	17,390.28	18,259.79	19,172.78	20,131.42
DIRECTOR OF PERSONNEL SERVICES	* 15,314.94	16,080.69	16,884.72	17,728.96	18,615.41
DIRECTOR OF SUPPORT SERVICES	* 15,314.94	16,080.69	16,884.72	17,728.96	18,615.41
EMS COORDINATOR	* 11,156.66	11,714.49	12,300.21	12,915.22	13,560.98
EXECUTIVE ASSISTANT TO THE FIRE CHIEF	* 9,849.25	10,341.71	10,858.80	11,401.74	11,971.83
FACILITIES MAINTENANCE MANAGER	11,596.67	12,176.50	12,785.33	13,424.60	14,095.83
FINANCIAL ANALYST/ACCOUNTANT	* 9,849.25	10,341.71	10,858.80	11,401.74	11,971.83
FIRE CAPTAIN	12,039.94	12,641.94	13,274.04	13,937.74	14,634.63
FIRE CHIEF	* 20,951.48	21,999.05	23,099.00	24,253.95	25,466.65
FIRE MECHANIC I	7,688.65	8,073.08	8,476.73	8,900.57	9,345.60
FIRE MECHANIC II	9,226.59	9,687.92	10,172.32	10,680.94	11,214.99
FIRE PLANS EXAMINER	11,892.70	12,487.34	13,111.71	13,767.30	14,455.67
FIREFIGHTER/ENGINEER	10,033.34	10,535.01	11,061.76	11,614.85	12,195.59
FIREFIGHTER					
Voluntary Reduced Rank before July 31, 2020	9,741.11	10,228.17	10,739.58	11,276.56	11,840.39
FIREFIGHTER	9,121.23	9,577.29	10,056.15	10,558.96	11,086.91
GENERAL MAINT. CRAFTSWORKER	7,669.93	8,053.43	8,456.10	8,878.91	9,322.86
GIS ANALYST	* 9,849.25	10,341.71	10,858.80	11,401.74	11,971.83
HAZARDOUS MATERIALS ASSISTANT FIRE MARSHAL	15,038.19	15,790.10	16,579.61	17,408.59	18,279.02
HAZARDOUS MATERIALS INSPECTOR	11,326.38	11,892.70	12,487.34	13,111.71	13,767.30
HAZARDOUS MATERIALS SPECIALIST	11,892.70	12,487.34	13,111.71	13,767.30	14,455.67
INFORMATION SPECIALIST	9,849.25	10,341.71	10,858.80	11,401.74	11,971.83
INFORMATION SYSTEMS ANALYST I	7,164.03	7,522.23	7,898.34	8,293.26	8,707.92
INFORMATION SYSTEMS ANALYST II	8,564.57	8,992.80	9,442.44	9,914.56	10,410.29
INFORMATION SYSTEMS ANALYST III	9,421.04	9,892.09	10,386.69	10,906.02	11,451.32
INFORMATION TECHNOLOGY OFFICER	* 14,146.94	14,854.29	15,597.00	16,376.85	17,195.69
SYSTEMS ADMINISTRATOR	* 9,849.25	10,341.71	10,858.80	11,401.74	11,971.83

**EXHIBIT B**  
**Santa Clara County Central Fire Protection District**  
**Schedule of Monthly Salary Rates by Position**  
**Effective September 20, 2021**

<b>POSITION</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
MANAGEMENT ANALYST *	9,849.25	10,341.71	10,858.80	11,401.74	11,971.83
MANAGEMENT ANALYST - ASSOCIATE A *	7,101.69	7,456.77	7,829.61	8,221.09	8,632.14
MANAGEMENT ANALYST - ASSOCIATE B *	8,564.57	8,992.80	9,442.44	9,914.56	10,410.29
NETWORK & SECURITY ADMINISTRATOR *	10,542.25	11,069.36	11,622.83	12,203.97	12,814.17
OFFICE ASSISTANT	5,281.13	5,545.19	5,822.45	6,113.57	6,419.25
PERSONNEL SERVICES TECHNICIAN *	7,030.58	7,382.11	7,751.22	8,138.78	8,545.72
PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT *	11,326.63	11,892.96	12,487.61	13,111.99	13,767.59
PROGRAM SPECIALIST I	7,137.14	7,494.00	7,868.70	8,262.14	8,675.25
PROGRAM SPECIALIST II	9,243.60	9,705.78	10,191.07	10,700.62	11,235.65
SENIOR COMMUNITY RISK SPECIALIST	10,837.41	11,379.28	11,948.24	12,545.65	13,172.93
SENIOR DEPUTY FIRE MARSHAL	12,455.97	13,078.77	13,732.71	14,419.35	15,140.32
SENIOR FIRE MECHANIC	11,069.45	11,622.92	12,204.07	12,814.27	13,454.98
SENIOR FIRE PLANS EXAMINER	13,079.98	13,733.98	14,420.68	15,141.71	15,898.80
SENIOR HAZARDOUS MATERIALS SPECIALIST	13,079.98	13,733.98	14,420.68	15,141.71	15,898.80
SENIOR MANAGEMENT ANALYST *	11,326.63	11,892.96	12,487.61	13,111.99	13,767.59
SENIOR PROGRAM SPECIALIST	10,542.23	11,069.34	11,622.81	12,203.95	12,814.15
SUPPLY SERVICES SPECIALIST I	5,281.13	5,545.19	5,822.45	6,113.57	6,419.25
SUPPLY SERVICES SPECIALIST II	5,809.42	6,099.89	6,404.88	6,725.12	7,061.38
SUPPLY SERVICES SPECIALIST, Hired before August 1, 2016	9,539.47	10,016.44	10,517.26	11,043.12	11,595.28
FIREFIGHTER TRAINEE (Extra-help) *	8,292.03	-	-	-	-
PAID INTERN \$15 PER HR (Extra-help) *	2,600.00	-	-	-	-
PAID INTERN \$20 PER HR (Extra-help) *	3,466.67	-	-	-	-

\*Unrepresented employee