



## Resolution Number: 23-295

### A RESOLUTION OF THE ARCATA FIRE PROTECTION DISTRICT BOARD OF DIRECTORS ADOPTING A NEW MASTER SALARY SCHEDULE EFFECTIVE NOVEMBER 12, 2023

**WHEREAS**, the Arcata Fire District Board must formally adopt the attached salary schedule as required by the California Public Employee Retirement System (PERS) in accordance with the requirements of CCR 570.5; and

**WHEREAS**, on October 10, 2023, to align the Assistant Chief and Fire Chief wages with the other safety positions, the Arcata Fire District Board approved adjusting the base wages for those positions; and

**WHEREAS**, the Board and Senior Management Group agreed to an increase to the base salary of Assistant Chief position and to change the current 5 step pay scale to a minimum /maximum range; and

**WHEREAS**, the Board agreed to adjust to the base salary of the Fire Chief position and to change the current 1 step pay rate to a minimum /maximum range; and

**WHEREAS**, the effective date of the new Master Salary Schedule will be retroactive to November 12, 2023.

**NOW THEREFORE, BE IT RESOLVED THAT** the Arcata Fire Protection District Board of Directors hereby adopts the new Master Salary Schedule with the above referenced changes and attached herein as **Exhibit A**.

**BE IT FURTHER RESOLVED THAT** Assistant Chris Emmons be placed at the new minimum salary for Assistant Chief.

**ADOPTED, SIGNED AND APPROVED** at a duly called meeting of the Board of Directors of the Arcata Fire Protection District by the following polled vote:

Ayes: Akana, Johnson, Loudenslager, Mendosa, and Maynor

Nays: None

Abstain: None

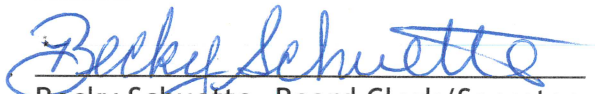
Absent: None

**DATED:** November 14, 2023

Signed:

  
Blaine Maynor, President

Attest:

  
Becky Schuette, Board Clerk/Secretary

## ARCATA FIRE DISTRICT BASE SALARY SCHEDULE Effective 11/12/2023

FULL-TIME SALARIED POSITIONS								
Pay Code	Classification			Minimum	Range	Maximum		
CHF	Fire Chief <sup>7,8,10,12</sup>	FLSA Exempt	Annual	\$128,964.00		\$156,757.00		
			Monthly	\$10,747.00		\$13,063.08		
			Bi-weekly	\$4,960.15		\$6,029.12		
			Hourly	\$62.00		\$75.36		
AC	Assistant Chief <sup>2,3,8,10,12</sup>	FLSA Exempt SMG	Annual	\$117,016.00		\$142,234.00		
			Monthly	\$9,751.33		\$11,852.83		
			Bi-weekly	\$4,500.62		\$5,470.54		
			Hourly	\$56.26		\$68.38		
FULL-TIME HOURLY POSITIONS								
Pay Code	Classification			Step 1	Step 2	Step 3	Step 4	Step 5
CPT	Captain <sup>1,2,3,4,5,10,13</sup>	56 hour/week (2912 Annual Hours) IAFF	Annual	\$67,764.00	\$72,108.00	\$76,500.00	\$80,700.00	\$85,248.00
			Monthly	\$5,647.00	\$6,009.00	\$6,375.00	\$6,725.00	\$7,104.00
			Bi-weekly	\$2,606.31	\$2,773.38	\$2,942.31	\$3,103.85	\$3,278.77
			Hourly	\$23.27	\$24.76	\$26.27	\$27.71	\$29.27
ENG	Engineer <sup>1,2,3,5,9,10,13</sup>	56 hour/week (2912 Annual Hours) IAFF	Annual	\$58,884.00	\$62,724.00	\$66,528.00	\$70,332.00	\$74,136.00
			Monthly	\$4,907.00	\$5,227.00	\$5,544.00	\$5,861.00	\$6,178.00
			Bi-weekly	\$2,264.77	\$2,412.46	\$2,558.77	\$2,705.08	\$2,851.38
			Hourly	\$20.22	\$21.54	\$22.85	\$24.15	\$25.46
FF	Firefighter <sup>1,2,3,5,9,10,13</sup>	56 hour/week (2912 Annual Hours) IAFF	Annual	\$49,596.00	\$52,800.00	\$56,004.00	\$59,196.00	\$62,400.00
			Monthly	\$4,133.00	\$4,400.00	\$4,667.00	\$4,933.00	\$5,200.00
			Bi-weekly	\$1,907.54	\$2,030.77	\$2,154.00	\$2,276.77	\$2,400.00
			Hourly	\$17.03	\$18.13	\$19.23	\$20.33	\$21.43
BM	Business Manager <sup>8,10,11</sup>	40 hour/week (2080 Annual Hours) SMG	Annual	\$70,140.00	\$73,644.00	\$77,328.00	\$81,192.00	\$85,248.00
			Monthly	\$5,845.00	\$6,137.00	\$6,444.00	\$6,766.00	\$7,104.00
			Bi-weekly	\$2,697.69	\$2,832.46	\$2,974.15	\$3,122.77	\$3,278.77
			Hourly	\$33.72	\$35.41	\$37.18	\$39.03	\$40.98
FPS	Fire Prevention Specialist	40 hour/week (2080 Annual Hours) SMG	Annual	\$55,428.00	\$58,200.00	\$61,116.00	\$64,176.00	\$67,380.00
			Monthly	\$4,619.00	\$4,850.00	\$5,093.00	\$5,348.00	\$5,615.00
			Bi-weekly	\$2,131.85	\$2,238.46	\$2,350.62	\$2,468.31	\$2,591.54
			Hourly	\$26.65	\$27.98	\$29.38	\$30.85	\$32.39
PART-TIME HOURLY POSITIONS								
Pay Code	Classification			Step 1	Step 2	Step 3	Step 4	Step 5
FM	Fire Marshal <sup>6</sup>	(960 Annual Hours)	Hourly	\$44.45	\$46.67	\$49.00	\$51.46	\$54.03
INSP	Inspector	(1000 Annual Hours)	Hourly	\$26.65	\$27.99	\$29.39	\$30.86	\$32.40
OA	Office Assistant	(1000 Annual Hours)	Hourly	\$24.68	\$25.91	\$27.21	\$28.57	\$30.00
FOOTNOTES								
<ol style="list-style-type: none"> <li>1 Position works a 48/96 shift schedule and receives FLSA Pay (6 overtime hours per pay period)</li> <li>2 Position receives Uniform Allowance of \$62.50 per month</li> <li>3 Position earns and may receive Holiday Pay</li> <li>4 Position may receive Temporary Upgrade Pay when acting as a Duty Qualified Captain</li> <li>5 Position may receive \$400 Annual Physical Fitness Premium</li> <li>6 Position filled by a Retired Annuitant</li> <li>7 Position receives Uniform Allowance of \$41.66 per month</li> <li>8 Position receives \$65 Cell Phone Stipend per month</li> <li>9 Position may receive Temporary Upgrade Pay when acting as a Company Officer</li> <li>10 Position may receive Employer Paid Member Contribution (EPMC)</li> <li>11 Position receives Uniform Allowance of \$33.33 per month</li> <li>12 Position may receive merit pay increases, if granted, shall not exceed 5% in any fiscal year.</li> <li>13 Position may receive Longevity Pay (5% for every 6, 8, 10, 12, 14, 16, 18, 20 years of service)</li> </ol>								
Pay periods are bi-weekly and there are 26 pay periods in a year								