

ROSS VALLEY FIRE DEPARTMENT

RESOLUTION 22-16

A RESOLUTION OF THE ROSS VALLEY FIRE DEPARTMENT UPDATING AND AMENDING THE COMPENSATION PACKAGE FOR THE ADMINISTRATIVE ASSISTANT

WHEREAS, Ross Valley Fire Department Resolution 20-05 established the salary, benefits, and working conditions for the Administrative Assistant; and

WHEREAS, Resolution 20-05 calls for the Fire Board to review the Administrative Assistant’s salary and benefits annually; and

WHEREAS, Resolution 22-16 amends the Administrative Assistant salary to include the annual 4% salary increase for 2022 and 2023, and 3% for 2024 per the Cost-of-Living Adjustment (COLA); and

NOW THEREFORE BE IT RESOLVED, that the following are the salary and benefits for this position; and

BE IT FURTHER RESOLVED that Ross Valley Department adopts the following terms and conditions for the Administrative Assistant effective July 1, 2022;

Administrative Assistant

	Step A	Step B	Step C	Step D	Step E
July 1, 2022	5,490	5,796	6,104	6,411	6,716
July 1, 2023	5,710	6,028	6,348	6,667	6,985
July 1, 2024	5,881	6,209	6,538	6,867	7,195

Step placement and advancement shall be in accordance with the provisions of Section 11 of Authority’s Civil Service Rules and Regulations.

Salary Adjustments: The Fire Board will review the Administrative Assistant’s compensation annually.

Health Insurance after Retirement: The Authority agrees to maintain health insurance coverage and to pay the amount required by P.E.R.S. toward the premium cost thereof, provided the retiree remits to the Authority any further payment due, secures Medicare coverage when eligible, and subject to the following:

For retirees who meet the eligibility requirements for retiree healthcare insurance, the Authority’s monthly contribution for the retiree and the retiree’s eligible dependents shall be One Hundred and Nineteen dollars (\$119) per month and shall adjust in accordance with the Minimum Employer Contribution (MEC) established by the Public Employees Medical and Hospital Care Act (PEMHCA).

Medicare eligible retirees must apply for and receive Medicare benefit to be eligible for full reimbursement.

Retirement: PERS Section 21354.5, 2.7 @55 for Miscellaneous “Classic” Members
Employee pays 8% of the 8% employee contribution
“New Members” as defined by CalPERS, shall be subject to all provisions of the Public Employees’ Pension Reform Act, PEPRA.
PERS Section 7522.20, 2% @62 for PEPRA “New Members”
Employee pays 6.75% of the 6.75% employee contribution

Effective July 1, 2019 there is a vacation cap equal to 300 hours; for those over the 300 cap in hours on July 1, 2019, the cap becomes effective when the vacation accrual drops below 300 hours or on June 30, 2023, whichever occurs first.

Vacation Leave Schedule:

Hired after July 1, 2019	1 to 36 Months	10 days
	36 to 144 Months	15 days
	145 to 240 Months	20 days
	Over 240 Months	24 days

Holidays: 13 Days off per year: New Year’s Day; Martin Luther King, Jr. Day; Lincoln’s Birthday; Washington’s Birthday; Memorial Day; Independence Day; Labor Day; Admission Day; Veterans’ Day; Thanksgiving Day; Friday after Thanksgiving Day; December 24, 1/2 day; Christmas Day; December 31, 1/2 day. In addition to the above, any other single day appointed by the President of the United States or the Governor of California and observed by the Authority as a public fast, Thanksgiving or holiday.

Sick Leave: 12 days per year

Uniform: Uniform allowance of \$60 per month.

Live-in-District: Live-in-district pay of \$100 per pay period.

Plan Health Insurance: The Authority's monthly contribution for employee and the employee's eligible dependents shall be One Hundred and Nineteen dollars (\$119) per month and shall adjust in accordance with the Minimum Employer Contribution (MEC) established by the Public Employees Medical and Hospital Care Act (PEMHCA).

Cafeteria Plan: The Authority's monthly contribution to the cafeteria plan shall be an amount equal to the full family cost of Kaiser (PERS Kaiser Bay Area Plan) which at this time is \$2,228.36, less the Minimum Employer Contribution (MEC) established by the PEMHCA. Cafeteria benefits may be used for health insurance, dental insurance, life insurance, disability insurance, and cash back to the employee. The cash back, however, cannot exceed \$270 per month.

I do hereby certify that the above Resolution 22-16 is a true and correct copy as passed by the Ross Valley Fire Board on July 13, 2022, by the following vote, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

Beach Kuhl, President

Attest:

Monique Black, Temporary Administrative Assistant