

**ROSS VALLEY FIRE DEPARTMENT**

**RESOLUTION 22-18**

**A RESOLUTION OF THE ROSS VALLEY FIRE DEPARTMENT UPDATING AND AMENDING THE POSITION AND COMPENSATION PACKAGE FOR THE WILDFIRE MITIGATION SPECIALIST - DEFENSIBLE SPACE LEAD I**

**WHEREAS**, in January 12, 2022, Ross Valley Fire adopted Resolution 22-03 establishing the fixed term (two-year) position of Wildfire Mitigation Specialist Defensible Space Lead I - Defensible Space Lead I as a non-safety position within the Department; and

**WHEREAS**, the Wildfire Mitigation Specialist Defensible Space Lead I is exempt from the Fair Labor Standards Act (“FLSA”). Any overtime is contractual and not an obligation under the FLSA; and

**WHEREAS**, the overtime rate shall be one and a half (1.5) times the hourly rate of the Wildfire Mitigation Specialist Defensible Space Lead I and shall be approved by the Fire Chief or designee; and

**WHEREAS**, the duties, responsibilities, and compensation of the Wildfire Mitigation Specialist Defensible Space Lead II shall continue to be as established in Resolution 22-03; and

**WHEREAS**, the Wildfire Mitigation Specialist - Defensible Space Lead II position will continue to be funded by the Marin Wildfire Prevention Authority (MWSA); and

**WHEREAS**, Resolution 22-18 amends the Wildfire Mitigation Specialist - Defensible Space Lead I salary to include the annual 4% salary increase per the Cost-of-Living Adjustment (COLA); and

**NOW THEREFORE BE IT RESOLVED**, that the following are the hourly pay rates and benefits for this position; and

**BE IT FURTHER RESOLVED**, that the Ross Valley Fire Department adopts the following terms and conditions for the Wildfire Mitigation Specialist - Defensible Space Lead I effective July 1, 2022 or when hire:

**Wildfire Mitigation Specialist Defensible Space Lead I**

	<b>Step A</b>	<b>Step B</b>
July 1, 2022	\$37.44	\$42.64
July 1, 2023	\$38.94	\$44.35

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 Wildfire Mitigation Specialist - Defensible Space Lead I compensation annually.

**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

<b>Vacation Leave Schedule:</b>	1-36 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:** A uniform allowance of \$60 per month.

**Cafeteria Plan:** The amount of the cafeteria plan shall be an amount equal to the full single cost of Kaiser (PERS Kaiser Bay Area Plan) which at this time is \$857.06 per month. Any unused amount can be applied toward other benefits including dental, life, and disability.

I do hereby certify that the above Resolution 22-18 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:

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Beach Kuhl, President

Attest:

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Monique Black, Temporary Administrative Assistant