

ROSS VALLEY FIRE DEPARTMENT

RESOLUTION 24-09

A RESOLUTION OF THE ROSS VALLEY FIRE DEPARTMENT ESTABLISHING THE POSITION AND COMPENSATION PACKAGE FOR THE WILDFIRE PREPAREDNESS COORDINATOR

WHEREAS, Ross Valley Fire Department hereby establishes a limited-term (five-year) position of Wildfire Preparedness Coordinator as a non-safety position within the Department; and

WHEREAS, the duties, responsibilities, and compensation of the Wildfire Preparedness Coordinator have been compared with positions in other municipalities throughout Marin County; 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 this position effective November 13, 2024;

Wildfire Preparedness Coordinator	<u>Step A</u>	<u>Step B</u>
	\$7,097	7,452

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

Salary Adjustments: The Fire Board will review the Wildfire Preparedness Coordinator 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 Fifty-Seven dollars (\$157) 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 benefits to be eligible for full reimbursement.

Retirement Health Saving Plan (RHS)

All employees hired after March 31, 2013, upon retirement, will be eligible for the Minimum Employer Contribution (MEC) established by PEMHCA, with no additional reimbursement from the Authority. On August 1, 2013, the Authority established a Retirement Health Savings plan (RHS) for all employees hired after March 31, 2013. An amount equal to four (4) percent of the "Step E" salary for the Firefighter/Engineer, as established in Section 2, Salaries. The four (4) percent contribution includes the recognition of the two (2) percent salary contribution. The employee may elect to contribute the equivalent of 48 hours of vacation in addition to their 2.0% contribution, however the additional contribution will not be matched by the Authority.

Retirement Health Saving Plan (RHS) Contributions

Authority Contribution 2.0% of the Step E Firefighter/Engineer base Salary

Employee Contribution 2.0% of the Step E Firefighter/Engineer base Salary

Retirement: PERS Miscellaneous retirement; contribution and entry levels are set by Ross Valley Fire Department agreement with CalPERS.

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.

Plan Health Insurance: The Authority's monthly contribution for employee and the employee's eligible dependents shall be One Hundred and Fifty-Seven dollars (\$157) 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) 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 cashback, however, cannot exceed \$270 per month.

I do hereby certify that the above Resolution 24-09 is a true and correct copy as passed by the Ross Valley Fire Board on November 13, 2024, by the following vote, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

Thomas Finn, Board President

Attest:

Samantha Stettler, Administrative Assistant