

# **ROSS VALLEY FIRE DEPARTMENT**

## **RESOLUTION 25-12**

### **A RESOLUTION OF THE ROSS VALLEY FIRE DEPARTMENT UPDATING AND AMENDING THE COMPENSATION PACKAGE FOR THE SR. FIRE INSPECTOR AND FIRE INSPECTOR**

**WHEREAS**, Ross Valley Fire Department Resolution 22-15 established the salary and benefits for the Sr. Fire Inspector and Fire Inspector positions; and

**WHEREAS**, Resolution 22-15 calls for the Fire Board to review the Sr. Fire Inspector and Fire Inspector's salary and benefits annually;

**WHEREAS**, Resolution 22-15 updated and amended the Fire Inspector compensation package; and

**WHEREAS**, Resolution 25-12 provides the annual review of and amends the Sr. Fire Inspector and Fire Inspector salary to include the annual Cost-of-Living Adjustment salary increase; and

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

**BE IT FURTHER RESOLVED** that Ross Valley Department adopts the following terms and conditions for this classification effective July 1, 2025;

#### **Effective July 1, 2025 - 4% COLA**

<b>Fire Inspector</b>	<b>Step A</b> 9,877	<b>Step B</b> 10,374	<b>Step C</b> 10,894
<b>Senior Fire Inspector</b>	<b>Step A</b> 11,438	<b>Step B</b> 12,010	

#### **Effective July 1, 2026 - 4% COLA**

<b>Fire Inspector</b>	<b>Step A</b> 10,272	<b>Step B</b> 10,789	<b>Step C</b> 11,330
<b>Senior Fire Inspector</b>	<b>Step A</b> 11,895	<b>Step B</b> 12,490	

#### **Effective July 1, 2027 - 4% COLA**

<b>Fire Inspector</b>	<b>Step A</b> 10,683	<b>Step B</b> 11,221	<b>Step C</b> 11,783
<b>Senior Fire Inspector</b>	<b>Step A</b> 12,371	<b>Step B</b> 12,990	

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

**Longevity Pay** - Effective July 1, 2025 Longevity Pay will be part of the Employee's base pay. After six (6) years of completed full-time permanent service, employees will receive 2% additional base pay. After twelve (12) years of completed full-time permanent employees will receive 2% additional base pay (for a total of 4%).

**Salary Adjustments:** The Fire Board will review the Senior Fire Inspector and Fire Inspector's compensation annually. This Resolution is considered to be the annual review for FY 25/26, FY 26/27 & FY 27/28.

**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 calculated in accordance with the Minimum Employer Contribution (MEC) established by the Public Employees Medical and Hospital Care Act (PEMHCA), and in addition;

If hired prior to April 1, 2013: Upon retirement, and upon meeting the eligibility requirements for retiree healthcare insurance, the retiree will be reimbursed for healthcare premium costs by the Authority as follows:

Retiree reimbursement will be based on the current Authority share, as determined by CalPERS, as of January 1, 2013, less the amount already paid, Minimum Employer Contribution (MEC) established by PEMHCA, and will increase by a maximum of \$100 per month, annually until such time the Authority's contributions for retirees is the same as active members (as established in the Cafeteria Plan section). The maximum \$100 per month annual increase includes increases to the PEMHCA minimum. Retiree health plan options where the Authority's contribution is the same as active members, the \$100 per month annual increase maximum does not apply.

For all employees hired after March 31, 2013: Upon retirement, the retiree will be eligible for the Minimum Employer Contribution (MEC) established by PEMHCA, with no additional reimbursement from the Authority.

**Retirement Health Savings Plan:** 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 C" salary for the Engineer, as established in Section 3.1, 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.

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

**Retirement:** PERS Miscellaneous retirement; contribution and entry levels are set by RVFD agreement with CALPERS.

**Hired before July 1, 2019 - Vacation Leave Schedule:**

1-3 years	11 days
4-7 years	15 days
8-12 years	18 days
13-15years	20 days
16>years	25 days

Employee has the option to receive cash for vacation days, up to a maximum of five days (40 hours) cash payment, once during each fiscal year.

**Hired after July 1, 2019 - Vacation Leave Schedule:**

1 to 36 Months	10 days
36 to 144 Months	15 days
145 to 240 Months	20 days
Over 240 Months	24 days

There is a vacation cap equal to 300 hours for all employees regardless of hire date.

**Holidays:** 14 Days off per year: New Year’s Day; Martin Luther King, Jr. Day; Lincoln’s Birthday; Washington’s Birthday; Memorial Day; Juneteenth; 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.

**Education Incentive:** 2% of base salary for California Fire Service Training and Education System – Fire Prevention Specialist Certification or Fire Inspector 2

**Plan Health Insurance:** The Authority’s monthly contribution for employee and the employee’s eligible dependents shall be 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 cash back, however, cannot exceed \$270 per month.

I hereby certify that the foregoing Resolution 25-12 was passed and adopted by the Ross Valley Fire Department Board of Directors on the July 9, 2025, by the following vote, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

---

Steve Burdo, President

Attest:

---

Lauren Houde, Administrative Assistant