

**ROSS VALLEY FIRE DEPARTMENT**

**RESOLUTION 22-15**

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

**WHEREAS**, Ross Valley Fire Department Resolution 19-09 established the salary, benefits and working conditions for the Sr. Fire Inspector and Fire Inspector positions; and

**WHEREAS**, Resolution 19-09 calls for the Fire Board to review the Sr. Fire Inspector and Fire Inspector’s salary and benefits annually; and

**WHEREAS**, Resolution 22-15 amends the Sr. Fire Inspector and Fire Inspector 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 Ross Valley Fire Department adopts the following terms and conditions for the Senior Fire Inspector and Fire Inspector effective July 1, 2022:

**Fire Inspector**

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>
July 1, 2022	8,866	9,312	9,779
July 1, 2023	9,221	9,685	10,170
July 1, 2024	9,497	9,975	10,475

**Senior Fire Inspector**

	<b>Step A</b>	<b>Step B</b>
July 1, 2022	10,267	10,781
July 1, 2023	10,678	11,212
July 1, 2024	10,998	11,548

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 Senior Fire Inspector and Fire Inspector'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), and in addition;

Additionally, recognizing the Fire Inspector was 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.

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

<b>Vacation Leave Schedule:</b>	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.

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:** 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

**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. Employee may opt out of health insurance coverage if they have existing health coverage.

I do hereby certify that the above Resolution 22-15 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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Beech Kuhl, President

Attest:

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Monique Black, Temporary Administrative Assistant