



FRESNO COUNTY FIRE

PROTECTION DISTRICT

Honor, Integrity, Cooperation & Professionalism

MEMORANDUM

Date: October 16, 2026

To: Board Directors

Attn: Brad Richter
President

From: Fire District Staff

Subject: Policy 1004 Salary & Wages and Policy 1007 Personnel Positions Revisions

BOARD OF DIRECTOR'S BRIEFING PAPER

ISSUE:

Staff is asking the Board of Directors to approve revised Policy 1004 Schedule C Employee Salary & Wages and Policy 1007 Personnel Positions.

BACKGROUND:

The Schedule C salary ranges are identified in Policy 1004 - Schedule C Employee Salary and Wage Ranges. The salary and wage ranges are also periodically revised after a review of local positions and wages.

The District Board authorizes the classification and number of positions that are hired within the District. The number of Schedule C positions is limited to the approved number of positions in Policy 1007, Personnel Positions.

The need for revised policies is due to the recently approved County MOU.

DISCUSSION:

In order to support the recently approved County MOU, staff have identified the planned need to add additional positions to the Schedule C program. These positions are funded through the County MOU and designed to support implementing and maintaining the MOU agreement.

ALTERNATIVES:

1. Make no changes at this time.
2. Propose developing a different wage range than proposed.
3. Propose a different combination of personnel positions

IMPACTS *(Consider potential consequences related to each of the following areas of concern for proposed alternatives):*

- ☒ Fiscal – The positions are already identified and funded in the Final Budget for Fiscal Year 26/27.
- ☒ Operational – Increases operational support for PCF companies
- ☒ Legal – Improves compliance with federal and State laws and mandates.
- ☒ Labor – Improves the distribution of the administrative and support workload.
- ☒ Sociopolitical - No known impacts
- ☒ Policy – Updates the current policies related to personnel positions and Wages
- ☒ Health and safety - No known impacts
- ☒ Environmental - No known impacts
- ☒ Interagency – Supports the County MOU agreement

RECOMMENDATION:

It is recommended by Staff that the District Board of Director's approves Policy 1004, Schedule C Employee Salary and Wage Ranges and Policy 1007, Personnel Positions as presented.

APPROVED:


Josh I. Chrisman, Administration Officer

October 16, 2026
Date

Schedule C Employee Salary and Wage Ranges

1004.1 SCOPE AND PURPOSE

To provide Fresno County Fire Protection District Administration with guidelines regarding wage ranges for approved Schedule C positions.

1004.2 POLICY

1. This policy shall apply to all Schedule C employees of the District as described in the Personnel Positions Policy.
2. Employees must be hired at a wage level within the range for the position, normally at the minimum wage within the range, except where a higher wage level is justified in the District's discretion due to experience or other factors.
3. Employees will have their performance reviewed annually, ~~in or about October of each year.~~
4. In conjunction with the performance review, each employee's compensation will be reviewed on an annual basis.
5. Annual wage increases are not guaranteed, but are in the District's discretion considering individual performance and the District's financial condition. Wage increases shall not exceed 5% per year, but under no circumstance shall an employee wage increase beyond the maximum wage for the employees' position.

1004.2.1 WAGE RANGES

The salary and wage ranges are defined in the Schedule C Employee Salary and Wage Ranges Attachment:

[See attachment: Schedule C Employee Salary and Wage Ranges Attachment 10_21_26.pdf](#)

~~See attachment: Schedule C Employee Salary and Wage Ranges Attachment 6_17_26.pdf~~

Attachments

Schedule C Employee Salary and Wage Ranges Attachment 10_21_26 .pdf



FRESNO COUNTY FIRE

PROTECTION DISTRICT
Avenue

210 South Academy

Sanger, California 93657
Telephone: (559) 493-4300
Fax: (559) 875-8473

POLICY NO.: 1004
SUBJECT: Schedule C Employee Salary and Wage Ranges
REVISION DATE: 10/21/2026
EFFECTIVE DATE: 10/22/2026

<u>Administrative Analyst</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$30.00	\$62,400
Maximum Wage	\$38.29	\$79,640

<u>Administrative Assistant</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$20.00	\$41,600
Maximum Wage	\$25.53	\$53,093

<u>Administrative Officer</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Salary	\$47.45	\$98,700
Maximum Salary	\$60.56	\$125,965

<u>Automotive Technician</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Salary	\$25.00	\$52,000
Maximum Salary	\$31.91	\$66,373

<u>Emergency Fire Dispatcher I</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$25.00	\$52,000
Maximum Wage	\$28.94	\$60,197

<u>Emergency Fire Dispatcher II</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$27.56	\$57,330
Maximum Wage	\$31.91	\$66,367

<u>Emergency Fire Dispatcher III</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$30.39	\$63,206
Maximum Wage	\$38.78	\$80,669

<u>Equipment Services Assistant</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$21.00	\$43,680
Maximum Wage	\$28.14	\$58,535

<u>Facilities Manager</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$55.00	\$114,400
Maximum Wage	\$70.20	\$146,007

<u>Facility Repair Coordinator</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.00	\$58,240
Maximum Wage	\$35.74	\$74,331

<u>Fleet Services Technician</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.00	\$58,240
Maximum Wage	\$35.74	\$74,331

<u>Fire Inspector</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$25.41	\$52,858
Maximum Wage	\$30.89	\$64,246

<u>Fire Inspector, Senior</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$32.44	\$67,475
Maximum Wage	\$39.43	\$82,016

<u>Fire Marshal</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$60.10	\$125,008
Maximum Wage	\$73.05	\$151,948

<u>Fire Inspector, Part-Time/Temporary</u>	<u>Hourly</u>	<u>Annual</u>
Wage	\$18.00	\$37,440

<u>Heavy Equipment Mechanic I</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$30.87	\$64,210
Maximum Wage	\$39.40	\$81,950

<u>Heavy Equipment Mechanic II</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$45.00	\$93,600
Maximum Wage	\$57.43	\$119,460

<u>IT Administrator I</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.85	\$60,008
Maximum Wage	\$36.82	\$76,588

<u>IT Administrator II</u>	<u>Hourly</u>	<u>Annual</u>
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Minimum Wage	\$38.66	\$80,415
Maximum Wage	\$49.34	\$102,627

Public Education Specialist I	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$26.44	\$55,000
Maximum Wage	\$32.14	\$66,847

Public Education Specialist II	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$40.86	\$85,000
Maximum Wage	\$49.67	\$103,304

Staff Accountant	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$29.50	\$61,360
Maximum Wage	\$35.86	\$74,589

Schedule C Employee Salary and Wage Ranges Attachment 6_17_26.pdf



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PROTECTION DISTRICT
Avenue

210 South Academy

Sanger, California 93657
Telephone: (559) 493-4300
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POLICY NO.: 1004
SUBJECT: Schedule C Employee Salary and Wage Ranges
REVISION DATE: 06/17/2026
EFFECTIVE DATE: 06/17/2026

<u>Administrative Analyst</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$30.00	\$62,400
Maximum Wage	\$38.29	\$79,640

<u>Administrative Assistant</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$20.00	\$41,600
Maximum Wage	\$24.31	\$50,565

<u>Administrative Officer</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Salary	\$47.45	\$98,700
Maximum Salary	\$60.56	\$125,965

<u>Automotive Technician</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$25.00	\$52,000
Maximum Wage	\$31.91	\$66,366

<u>Emergency Fire Dispatcher II</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$27.56	\$57,330
Maximum Wage	\$31.91	\$66,367

<u>Emergency Fire Dispatcher III</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$30.39	\$63,206
Maximum Wage	\$38.78	\$80,669

<u>Equipment Services Assistant</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$20.00	\$41,600
Maximum Wage	\$28.14	\$58,535

<u>Facilities Manager</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$55.00	\$114,400
Maximum Wage	\$70.20	\$146,007

<u>Facility Repair Coordinator</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.00	\$58,240
Maximum Wage	\$35.74	\$74,331

<u>Fleet Services Technician</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.00	\$58,240
Maximum Wage	\$35.74	\$74,331

<u>Fire Inspector</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$25.41	\$52,858
Maximum Wage	\$30.89	\$64,246

<u>Fire Inspector, Senior</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$32.44	\$67,475
Maximum Wage	\$39.43	\$82,016

<u>Fire Inspector, Part-Time/Temporary</u>	<u>Hourly</u>	<u>Annual</u>
Wage	\$18.00	\$37,440

<u>Heavy Equipment Mechanic</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.00	\$58,240
Maximum Wage	\$35.74	\$74,331

<u>IT Administrator I</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$28.85	\$60,008
Maximum Wage	\$36.82	\$76,588

<u>IT Administrator II</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$38.66	\$80,415
Maximum Wage	\$49.34	\$102,627

<u>Special Projects Analyst (Part-time)</u>	<u>Hourly</u>	<u>Annual</u>
Wage	\$27.00	\$42,120

<u>Staff Accountant</u>	<u>Hourly</u>	<u>Annual</u>
Minimum Wage	\$29.50	\$61,360
Maximum Wage	\$35.86	\$74,589

Personnel Positions

1007.1 PURPOSE AND SCOPE

The purpose of this policy is to establish a comprehensive list of all employee positions and their associated classification specifications within the District.

1007.2 POLICY

It is the policy of the Fresno County Fire Protection District to obtain District Board of Directors approval for all full-time, part-time and part-time on-call District employee positions. All District positions will have a classification specification.

1007.3 PROCEDURE

The District Board of Directors and the Fire Chief will direct the development and maintenance of the classification specifications. The descriptions will detail the unique duties and responsibilities of each assignment.

Position descriptions should be considered living documents and should be reviewed and evaluated for modification. This should occur at least annually and any time duties or expectations of a specific position substantially change.

1007.4 PERSONNEL POSITIONS

The Fresno County Fire Protection District Board of Directors has approved the following personnel positions as full-time or part-time employees of the Fire District:

1007.4.1 FULL-TIME DISTRICT EMPLOYEES

- **Administrative Analyst** (4 ~~1~~ positions: [Admin](#), [HR](#), [Training Center](#) and/or [Service Center](#))
- **Administrative Assistant** (3 positions: [Protection & Planning](#), [Training](#), [Headquarters](#), and/or [shop](#))
- **Administrative Officer** (1 position)
- **Emergency Fire Dispatcher I** (Not to exceed 7 positions in any combination of the Emergency Fire Dispatcher classifications including Schedule A Communications Operator)
- **Emergency Fire Dispatcher II** (Not to exceed 7 positions in any combination of the Emergency Fire Dispatcher classifications including Schedule A Communications Operator)
- **Emergency Fire Dispatcher III** (Not to exceed 7 positions in any combination of the Emergency Fire Dispatcher classifications including Schedule A Communications Operator)
- **Equipment Services Assistant** (3 ~~2~~ positions: [Shop](#) and/or [Service Center](#))
- **Facilities Manager** (1 position)

Fresno County Fire Protection District

Policy Manual

Personnel Positions

- **Facilities Repair Coordinator** (1 position)
- [Fire Marshal \(1 position\)](#)
- **Fire Inspector** (3 positions)
- **Senior Fire Inspector** (1 position)
- **Fleet Services Technician** (1 position)
- [GIS Specialist \(1 position\)](#)
- **Automotive Technician** (1 position)
- **Heavy Equipment Mechanic** (3 positions including Schedule A)
- [Heavy Equipment Mechanic II \(2 positions\)](#)
- **Information Technology Administrator I** [\(1 position\)](#) (~~Not to exceed 1 position in any combination of the IT Administrator Classification Series~~)
- **Information Technology Administrator II** [\(1 Position\)](#) (~~Not to exceed 1 position in any combination of the IT Administrator Classification Series~~)
- [Public Education Specialist I \(1 position\)](#)
- [Public Education Specialist II \(1 position\)](#)
- **Staff Accountant** (1 position)

1007.4.2 PART-TIME DISTRICT EMPLOYEES

The Fresno County Fire Protection District Board of Directors has approved the following part-time positions as regular part-time employees of the Fire District:

- [None at this time](#) ~~Special Projects Analyst (1 position)~~
- ~~Fire Inspector (1 position)~~

1007.4.3 PART-TIME ON-CALL EMPLOYEES (PAID-CALL FIREFIGHTERS)

The Fresno County Fire Protection District Board of Directors has approved the following part-time on call positions (Paid-Call Firefighters [all ranks](#)):

- **Paid-Call Firefighters** (~~100~~ [21](#) positions [for all ranks](#))