

RESOLUTION NO. BFPD 2026-06
A RESOLUTION OF THE BOARD OF DIRECTORS OF THE BURNEY FIRE PROTECTION
DISTRICT RESCINDING RESOLUTION NO. BFPD 2025-02 AND ADOPTING A REVISED
SALARY SCHEDULE FOR THE FIRE CHIEF AND FULL-TIME FIREFIGHTER
CLASSIFICATIONS

WHEREAS, the Burney Fire Protection District ("District") is authorized to employ personnel and establish compensation for District employees as necessary to provide fire protection, rescue, emergency medical, and related services to the public; and

WHEREAS, on January 21, 2025, the Board of Directors adopted Resolution No. BFPD 2025-02 establishing salary ranges for the Fire Chief and Full-Time Firefighter classifications; and

WHEREAS, Resolution No. BFPD 2025-02 established a Fire Chief salary range of \$70,000 to \$80,000 annually and a Full-Time Firefighter salary range of \$62,300 to \$70,000 annually; and

WHEREAS, during adoption of the Fiscal Year 2026-2027 Budget in June 2026, the Board of Directors approved increasing the maximum salary for the Fire Chief classification to \$90,000 annually; and

WHEREAS, the Board desires to establish a structured five-step salary schedule for the Fire Chief and Full-Time Firefighter classifications to provide consistency, transparency, and equitable administration of employee compensation; and

WHEREAS, the Board finds that adoption of the revised salary schedule is in the best interests of the District and will assist in the recruitment, retention, and compensation of qualified personnel.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Burney Fire Protection District as follows:

Section 1. Rescission.

Resolution No. BFPD 2025-02 is hereby rescinded in its entirety effective July 1, 2026.

Section 2. Adoption of Salary Schedule.

The salary schedule attached hereto as Exhibit A and incorporated herein by this reference is hereby adopted as the official salary schedule for the Fire Chief and Full-Time Firefighter classifications.

Section 3. Fire Chief Salary Range.

The annual salary range for the Fire Chief classification shall be \$80,000 through \$90,000, consisting of five salary steps designated as Steps A through E, as set forth in Exhibit A.

Section 4. Full-Time Firefighter Salary Range.

The annual salary range for the Full-Time Firefighter classification shall remain \$62,300 through \$70,000, consisting of five salary steps designated as Steps A through E, as set forth in Exhibit A.

Section 5. Initial Salary Placement.

Initial placement within the adopted salary schedule shall be determined as follows:

The Board of Directors shall determine the salary step for the Fire Chief upon appointment or employment.

The Fire Chief, or the Fire Chief's designee as authorized by District policy, shall determine the salary step for Full-Time Firefighters based upon qualifications, experience, certifications, education, and other job-related factors.

Section 6. Salary Step Advancement.

Advancement from one salary step to the next is discretionary and is not automatic based solely upon length of service. Salary step advancement may be considered following successful completion of twelve (12) months of service at the employee's current salary step and shall be based upon:

1. Satisfactory or better performance evaluations;
2. Demonstrated competency and continued professional development;
3. Possession or attainment of job-related certifications or qualifications, when applicable;
4. The operational needs of the District;
5. Availability of budgeted funds; and
6. Approval by the appropriate appointing authority.

Nothing in this Resolution shall be construed to require the granting of a salary step increase in any year.

Section 7. Compensation Clarification.

The salary ranges established by this Resolution represent base annual salary only for the Fire Chief and Full-Time Firefighter classifications.

Unless specifically authorized by separate Board action or District policy, the salary ranges do not include or guarantee any of the following:

- a. Employer-paid retirement contributions or pension costs;
- b. Health, dental, vision, life, disability, or other insurance benefits;
- c. Deferred compensation or other retirement benefit contributions;
- d. Overtime compensation;
- e. Callback, standby, on-call, holiday, or other premium pay;
- f. Educational, certification, specialty, or incentive pay;
- g. Uniform, vehicle, technology, or other allowances;
- h. Paid leave benefits, including vacation, sick leave, administrative leave, or holiday leave; or
- i. Any other compensation or benefit not expressly identified as base salary.

The Board of Directors retains the sole authority to establish, modify, or eliminate employee compensation and benefits through the annual budget process, personnel policies, employment

agreements, collective bargaining agreements where applicable, or by subsequent resolution.

Nothing contained in this Resolution shall be construed to create a contractual right to employment or automatic salary increases. Employee compensation shall remain subject to annual budget appropriations and applicable District policies.

Section 8. CEQA.

The Board finds that adoption of this Resolution is not a project under the California Environmental Quality Act because it constitutes an organizational and administrative activity that will not result in either a direct physical change in the environment or a reasonably foreseeable indirect physical change.

Section 9. Effective Date.

This Resolution shall become effective July 1, 2026.

PASSED, APPROVED, AND ADOPTED by the Board of Directors of the Burney Fire Protection District at a regular meeting held on the 21st day of July, 2026, by the following vote:

AYES: I. May, R. Valinoti, P. Grant

NOES: None

ABSENT: K. Vancleave, B. Harris

ABSTAIN: None

BURNEY FIRE PROTECTION DISTRICT

James May
President, Board of Directors

ATTEST:

Kathy Newton
Secretary of the Board

EXHIBIT A
FIRE CHIEF AND FULL-TIME FIREFIGHTER SALARY SCHEDULE

Effective July 1, 2026

Fire Chief

Step	Annual Salary
A	\$80,000
B	\$82,500
C	\$85,000
D	\$87,500
E	\$90,000

Full-Time Firefighter

Step	Annual Salary
A	\$62,300
B	\$64,225
C	\$66,150
D	\$68,075
E	\$70,000