

RESOLUTION NO. 2023R-09

**A RESOLUTION OF THE NORTH DAVIS FIRE DISTRICT
ADOPTING A WAGE STUDY FOR THE DISTRICT AND
PROVIDING FOR AN EFFECTIVE DATE**

WHEREAS, The Administration of the North Davis Fire District has conducted a wage study for the District which is attached hereto as Exhibit "A"; and

WHEREAS, the Board of Trustees has reviewed the wage study and desires to adopt it for implementation in the 2023/2024 fiscal year.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE NORTH DAVIS FIRE DISTRICT, that the wage study attached hereto as Exhibit "A" is adopted for the 2023/2024 fiscal year and shall become effective July 1, 2023,

PASSED AND ADOPTED by the Board of Trustees of the North Davis Fire District this 15th day of June 2023.



NORTH DAVIS FIRE DISTRICT
Board of Trustees

By: *N. Peterson*

NIKE PETERSON
Chair, Board of Trustees

ATTEST:

Misty Rogers
MISTY ROGERS
Clerk of the Board

VOTING:

Nike Peterson (Chair)
Scott Wiggill *excused*
Howard Madsen *aye*
Nancy Smalling *aye*
Vern Phipps *aye*

Mark Shepherd *aye*
Brian Vincent *aye*
Annette Judd *aye*
Gary Petersen *aye*

North Davis Fire District Wage Study for 2024 Fiscal Year (Draft - Proposed)

PART-TIME Firefighter / EMT		Notes												
Hourly	\$	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Notes
1 Year Probation (Must have AEMT and Fire II at the end of year one)														
Hourly	\$	16.51	17.02	17.55	18.08	18.62	19.18	19.75	20.34	20.95	21.58	22.23	22.90	P/2024 Increase (15% market adjustment)
Annual	\$	171.56	176.80	182.10	187.44	192.84	198.30	203.82	209.40	215.13	221.00	227.00	233.10	24-29
PART-TIME Firefighter / Paramedic														
Hourly	\$	21.30	21.94	22.60	23.27	23.97	24.69	25.43	26.19	26.98	27.79	28.62	29.48	P/2024 Increase (15% market adjustment)
Annual	\$	219.00	229.32	234.24	240.00	245.82	251.60	257.44	263.28	269.16	275.10	281.10	287.14	29-48
Full-Time Firefighter / EMT														
Hourly	\$	17.02	17.55	18.08	18.62	19.18	19.75	20.34	20.95	21.58	22.23	22.90	23.58	Notes
Annual	\$	175.56	182.10	187.44	192.84	198.30	203.82	209.40	215.13	221.00	227.00	233.10	239.24	P/2024 Increase (15% market adjustment)
Full-Time Firefighter / Paramedic														
Hourly	\$	21.30	21.94	22.60	23.27	23.97	24.69	25.43	26.19	26.98	27.79	28.62	29.48	Notes
Annual	\$	219.00	229.32	234.24	240.00	245.82	251.60	257.44	263.28	269.16	275.10	281.10	287.14	P/2024 Increase (15% market adjustment)
Driver/Engineer														
Hourly	\$	24.67	25.31	25.97	26.64	27.33	28.05	28.79	29.54	30.31	31.09	31.89	32.70	Notes
Annual	\$	252.84	261.27	267.84	275.32	282.91	290.61	298.41	306.31	314.31	322.41	330.61	338.91	P/2024 Increase (15% market adjustment)
Captain														
Hourly	\$	32.52	33.20	33.90	34.61	35.34	36.09	36.86	37.64	38.43	39.23	40.04	40.86	Notes
Annual	\$	336.46	345.60	354.24	363.36	372.00	380.16	388.80	397.92	407.52	417.60	428.16	439.24	P/2024 Increase (15% market adjustment)
Retailer/Chief														
Hourly	\$	32.52	33.20	33.90	34.61	35.34	36.09	36.86	37.64	38.43	39.23	40.04	40.86	Notes
Annual	\$	336.46	345.60	354.24	363.36	372.00	380.16	388.80	397.92	407.52	417.60	428.16	439.24	P/2024 Increase (15% market adjustment)
Office Tech														
Hourly	\$	17.25	17.77	18.30	18.85	19.42	20.00	20.60	21.22	21.85	22.51	23.18	23.88	Notes
Annual	\$	178.50	185.04	191.10	197.76	205.02	212.88	221.28	230.22	239.70	249.72	260.28	271.48	P/2024 Increase (15% market adjustment)
Office Tech / ORO														
Hourly	\$	23.06	23.69	24.33	24.99	25.67	26.36	27.07	27.80	28.55	29.32	30.11	30.91	Notes
Annual	\$	237.22	245.94	254.74	263.64	272.62	281.70	290.88	299.16	307.64	316.32	325.20	334.26	P/2024 Increase (15% market adjustment)
Human Resource Coordinator														
Hourly	\$	23.06	23.69	24.33	24.99	25.67	26.36	27.07	27.80	28.55	29.32	30.11	30.91	Notes
Annual	\$	237.22	245.94	254.74	263.64	272.62	281.70	290.88	299.16	307.64	316.32	325.20	334.26	P/2024 Increase (15% market adjustment)
Executive Assistant / Human Resource Director / Clerk														
Hourly	\$	23.06	23.69	24.33	24.99	25.67	26.36	27.07	27.80	28.55	29.32	30.11	30.91	Notes
Annual	\$	237.22	245.94	254.74	263.64	272.62	281.70	290.88	299.16	307.64	316.32	325.20	334.26	P/2024 Increase (15% market adjustment)
Deputy Fire Marshal														
Hourly	\$	23.06	23.69	24.33	24.99	25.67	26.36	27.07	27.80	28.55	29.32	30.11	30.91	Notes
Annual	\$	237.22	245.94	254.74	263.64	272.62	281.70	290.88	299.16	307.64	316.32	325.20	334.26	P/2024 Increase (15% market adjustment)
Fire Chief														
Hourly	\$	32.52	33.20	33.90	34.61	35.34	36.09	36.86	37.64	38.43	39.23	40.04	40.86	Notes
Annual	\$	336.46	345.60	354.24	363.36	372.00	380.16	388.80	397.92	407.52	417.60	428.16	439.24	P/2024 Increase (15% market adjustment)