



MEETING DATE: June 4, 2025

AGENDA ITEM: 11. Approve Resolution 2025-04 Authorizing OES Pay and Overtime for Fire Season 2025. Adopt OES Salary Schedule

FROM: Jack Rosevear

RE: Resolution 2025-04 Authorizing OES Pay and Overtime for Particular Positions- Approve Salary Schedule

REASON FOR RECOMMENDED BOARD ACTION:

OES requires a Board resolution each year, submitted prior to June 30, which grants personnel compensation, including portal to portal and overtime pay while deployed out of County or on preposition, authorized and reimbursed by OES. The District also updates the salary survey, which forms the basis for reimbursement to the District.

BACKGROUND:

The BPPFD participates in major fire deployment and preposition staffing during critical fire weather. Cal OES requires every participating fire agency to complete an updated salary survey and Board resolution for compensation, prior to June 30, annually. This requirement by OES is to validate that the Board of Directors approves overtime for various positions, and portal to portal pay.

BPPFD utilizes the OES base rate for personnel and apparatus reimbursement. OES recently raised the Administrative Fee (reimbursed to the District) from 10% to 15%. In addition to the base hourly rate for various positions, the District is allowed to add a percentage reimbursement for workers compensation and unemployment insurance. Based on calculations of our work comp expense, we have determined 7.83% should be charged for workers compensation and 5.6% for Unemployment Insurance. The salary survey forms the basis for our OES reimbursements for personnel expense on major incident deployments and prepositions.

Attached is the salary survey to be submitted to OES.

FISCAL IMPACT:

Negative fiscal impact if the Board does not approve the compensation resolution required by OES. The District would be unable to participate in major fire deployment or prepositions. Positive financial impacts if the District can participate in deployments and prepositions, as OES reimbursements are a supplemental revenue source (not consistent, however).

IMPACTS TO THE CUSTOMER:

Negative impacts to the customer if the District is unable to preposition, which means no 24/7 staffing during critical fire weather. Positive impacts to the customer if the District is able deploy and provide additional staffing (Preposition) to cover emergencies within the District.

RECOMMENDATION:

Approve the resolution and salary schedule as submitted.

ATTACHMENTS:

- A. OES SALARY SURVEY 2025
- B. OES BOARD GBR- 2025

SALARY SURVEY

for

AGREEMENT FOR LOCAL GOVERNMENT FIRE AND EMERGENCY ASSISTANCE TO

THE STATE OF CALIFORNIA AND FEDERAL FIRE AGENCIES

(California Fire Assistance Agreement)

Start Date:**End Date:****Status:** Pending Review

Agency 3-Letter MACS I.D.:	Agency / Department Name:
BKX	Beckwourth Peak Fire Protection District

All information provided on this form is subject to audit by Cal OES, CAL FIRE, and the Federal Fire Agencies signatory to the California Fire Assistance Agreement. The chart below reflects the hourly Salary Rate, or Base Rate submitted for each classification used by your agency.

Classification Title	Base Rates	Are you Utilizing the Base Rate?	Are you adding WC/UI?	Salary Rate (ST)
Chief	\$38.16	Yes	Yes	\$43.29
Deputy Chief	\$38.16	Yes	No	\$38.16
Division Chief	\$38.16	Yes	Yes	\$43.29
Assistant Chief	\$38.16	Yes	Yes	\$43.29
Battalion Chief	\$38.16	Yes	Yes	\$43.29
Co. Officer/Capt./Lt.	\$29.98	Yes	Yes	\$34.01
App. Officer/Eng	\$29.98	Yes	Yes	\$34.01
Firefighter/FF-PMedic	\$29.98	Yes	Yes	\$34.01

NOTE: These rates are not effective until the date they are received by Cal OES. What is reported on this form constitutes direct salary costs for employees.

As an authorized representative of my agency/dept., I certify to the best of my knowledge and belief, and under penalty of perjury that this information is correct. Furthermore, my signature below represents acceptance by my agency/dept., as a cooperator, to comply with the authorities, terms and conditions of the CFAA. I also agree to comply with all cooperator agency internal accounting and expense reimbursement standards.

Name	Authorized Representative	Date
Jack Rosevear, Fire Chief		



BECKWOURTH PEAK

FIRE PROTECTION DISTRICT

RESOLUTION No.: 2025-04

A RESOLUTION OF THE *Beckwourth Peak Fire Protection District* IDENTIFYING THE TERMS AND CONDITIONS FOR FIRE DEPARTMENT RESPONSE AWAY FROM THEIR OFFICIAL DUTY STATION AND ASSIGNED TO AN EMERGENCY INCIDENT.

WHEREAS, the Beckwourth Peak Fire Protection District is a public agency located in the County of Plumas, State of California, and

WHEREAS, it is the Beckwourth Peak Fire Protection District desires to provide fair and legal payment to all its employees for time worked; and

WHEREAS, the Beckwourth Peak Fire Protection District has in its employ, Fire Suppression response personnel including: Fire Chief, Assistant Chief, Division Chief, Battalion Chief, Fire Captain, Lieutenant, Engineer, Apparatus Operator, Firefighter/EMT, Firefighter; and

WHEREAS, the Beckwourth Peak Fire Protection District will compensate its employees portal to portal while in the course of their employment and away from their official duty station and assigned to an emergency incident, in support of an emergency incident, or pre-positioned for emergency response; and

WHEREAS, the Beckwourth Peak Fire Protection District will compensate its employees overtime in accordance with their current Policy 1145, while in the course of their employment and away from their official duty station and assigned to an emergency incident, in support of an emergency incident, or pre-positioned for emergency response.



BECKWOURTH PEAK

FIRE PROTECTION DISTRICT

1. Personnel shall be compensated according to Policy 1145, Personnel Rules and Regulations, and/or other directives that identifies personnel compensation in the workplace.
2. In the event a personnel classification does not have an assigned compensation rate, a “Base Rate” as set forth in an organizational policy, administrative directive or similar document will be used to compensate such personnel.
3. The Beckwourth Peak Fire Protection District will maintain a current salary survey or acknowledgment of acceptance of the “Base Rate” on file with the California Governor’s Office of Emergency Services, Fire Rescue Division.
4. Personnel will be compensated (portal to portal) beginning at the time of dispatch to the return to jurisdiction when equipment and personnel are in service and available for agency response.
5. Fire District personnel include: Fire Chief, Assistant Chief, Division Chief, Battalion Chief, Fire Captain, Lieutenant, Engineer, Apparatus Operator, Equipment Operator, Firefighter/EMT and Firefighter.

PASSED, APPROVED AND ADOPTED THIS 4TH DAY OF JUNE 2025

Board President

ATTEST: _____
Board Clerk