



AMERICAN CANYON FIRE PROTECTION DISTRICT
BOARD AGENDA
JULY 22, 2025

STAFF REPORT
CONSENT
ITEM NUMBER: 4.

TITLE

Revised Salary Schedule for the Assistant Fire Chief.

RECOMMENDATION

Adopt a revised salary schedule for the Assistant Fire Chief position to include a 2% cost-of-living adjustment (COLA), retroactive to the first full pay period following July 1, 2025 (July 5–July 18, 2025), in accordance with the adopted FY 2025–2026 Budget.

CONTACT

Geoff Belyea, Fire Chief

BACKGROUND & ANALYSIS

The Fiscal Year 2025–2026 Budget was approved at the June 25, 2025, District Board Meeting and included a 2% increase for the Assistant Fire Chief position. The current salary schedule for this position consists of three steps, whereas all other District positions are structured with four steps. Furthermore, this salary schedule has remained unchanged since FY 2022–2023 and has not received any adjustments in line with Consumer Price Index (CPI) changes.

To ensure internal equity and fair compensation practices, staff is proposing a 2% increase to the Assistant Fire Chief salary schedule based on the April 2025 Consumer Price Index for All Urban Consumers in the San Francisco Area (CPI-U). The CPI-U increase for April 2025 falls within the approved range of 2% minimum and 5% maximum.

Step	Hourly	Bi-Weekly	Monthly	Annually
Step I	\$ 84.18	\$ 6,734.55	\$ 14,591.53	\$ 175,098.35
Step II	\$ 89.02	\$ 7,121.83	\$ 15,430.64	\$ 185,167.63
Step III	\$ 94.14	\$ 7,531.36	\$ 16,317.95	\$ 195,815.36
Step III + 2%	\$ 96.02	\$ 7,681.60	\$ 16,643.47	\$ 199,721.60

The proposed adjustment aligns with the Board's commitment to maintain competitive and equitable compensation practices across all positions. Staff recommends approval of the revised salary schedule for the Assistant Fire Chief position, with the 2% increase retroactive to July 5, 2025.

FISCAL IMPACT

The fiscal impact of this adjustment is consistent with the amounts budgeted and approved for FY 2025–2026. No additional budget appropriation is required.

BOARD PRIORITY PROGRAMS AND PROJECTS

Public Safety: "Ensure American Canyon remains a safe community"

ENVIRONMENTAL REVIEW

None.

ATTACHMENTS:

[Resolution Assistant Chief Salary Adjustment](#)