



TITLE

Acting Fire Chief Compensation Adjustment

RECOMMENDATION

Adopt a Resolution approving a temporary compensation adjustment for the Acting Fire Chief position by placing the Acting Fire Chief Cliff Campbell at Step II of the Fire Chief salary schedule effective beginning the payroll period of February 28, 2026, and continuing for the duration of the Acting Fire Chief assignment.

CONTACT

Cliff Campbell, Acting Fire Chief

BACKGROUND & ANALYSIS

On March 10, 2026, the Finance Subcommittee met to discuss the Consideration of Acting Fire Chief Compensation Adjustment. During the meeting, Acting Fire Chief Cliff Campbell presented information regarding the temporary assignment of Acting Fire Chief responsibilities.

Acting Fire Chief Campbell explained that the assignment requires him to assume the full executive duties of the Fire Chief position, including administrative leadership, operational oversight, and representation of the District. Due to the expanded scope, authority, and responsibilities associated with the interim assignment, it was recommended that the District establish an appropriate level of compensation that reflects the duties of the Fire Chief during this period.

Staff recommended that the Acting Fire Chief be placed at Step II of the Fire Chief salary schedule, which provides a bi-weekly salary of \$8,636.34.

This represents an approximate 12.4% increase above the current Assistant Fire Chief bi-weekly salary of \$7,681.60, recognizing the additional responsibilities associated with serving in the Acting Fire Chief role.

The Fire Chief began leave on February 2, 2026. To allow for a reasonable transition period, staff recommended that the compensation adjustment become effective beginning the payroll period of February 28, 2026, after two pay periods.

Following discussion, a motion was made by Vice Chair Mark Joseph and seconded by Chair Pierre Washington to present the Acting Fire Chief compensation adjustment for consideration by the Board of Directors in both Closed Session and Open Session. The motion carried by roll call vote.

The Finance Subcommittee recommended that the Board of Directors consider approving the Acting Chief compensation at Step II of the Fire Chief salary schedule, effective February 28, 2026, for the duration of the Acting Fire Chief assignment.

FISCAL IMPACT

There will be no additional budget appropriation required, as the District is currently receiving approximately 40% reimbursement of the Fire Chief's salary through workers' compensation, which will partially offset the temporary Acting Fire Chief compensation adjustment.

BOARD PRIORITY PROGRAMS AND PROJECTS

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

ENVIRONMENTAL REVIEW

None

ATTACHMENTS:

[Resolution Acting Fire Chief Compensation Adjustment](#)