



## **TITLE**

Approval of Amended Employment Agreement for Acting Fire Chief

## **RECOMMENDATION**

Adopt a Resolution approving the Amended Employment Agreement between the American Canyon Fire Protection District and Acting Fire Chief Clifford W. Campbell and authorize the Board Chair to execute the Agreement.

## **CONTACT**

Cliff Campbell, Acting Fire Chief

## **BACKGROUND & ANALYSIS**

The proposed Amended Employment Agreement formalizes the terms and conditions of employment for Acting Fire Chief Clifford W. Campbell in alignment with the District's updated compensation structure and operational needs.

The Agreement reflects the Acting Fire Chief assignment, establishes compensation consistent with the adopted salary schedule, and clarifies provisions related to duties, benefits, and severance.

On November 7, 2022, the District entered into an employment agreement with Clifford W. Campbell for service as Assistant Fire Chief. Due to current organizational needs and the temporary absence of the Fire Chief, Mr. Campbell has been serving in the capacity of Acting Fire Chief.

To ensure clarity, transparency, and consistency with the District's compensation framework, the Agreement has been amended to reflect this assignment and associated terms.

The Amended Employment Agreement includes the following key provisions:

### **1. Position and Duties**

- Confirms service as Acting Fire Chief with full responsibility for administration, operations, and personnel oversight
- Continues core duties including emergency response, budget development, and Board coordination

## **2. Compensation**

- Establishes updated compensation effective February 28, 2026
- Salary set at:
  - o Bi-Weekly: \$8,636.34
  - o Annual: \$224,544.84
- Includes participation in a 401(a) plan with a 3% District contribution

## **3. Benefits**

- Maintains eligibility for District benefits consistent with other executive staff
- Includes vehicle use, administrative leave, vacation accrual, and insurance coverage

## **4. Term and At-Will Status**

- Confirms at-will employment serving the Board of Directors

## **5. Severance Provision**

- Provides six (6) months of base salary if terminated without cause

## **6. Operational Provisions**

- Clarifies expectations for availability, emergency response, and Board reporting
- Maintains consistency with District policies and applicable laws

## **FISCAL IMPACT**

The cost associated with this Agreement is included in the District's current and proposed budget.

The Acting Fire Chief compensation structure reflects:

- Alignment with the District's adopted salary schedule
- Consideration of internal equity relative to the Assistant Chief classification
- Partial offset through workers' compensation reimbursement associated with the Fire Chief's leave (as applicable)

## **BOARD PRIORITY PROGRAMS AND PROJECTS**

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

## **ENVIRONMENTAL REVIEW**

None

## **ATTACHMENTS:**

1. [Resolution 2026-11.pdf](#)
2. [Draft Employment Agreement \(Campbell\) 4.6.26](#)