



AMERICAN CANYON FIRE PROTECTION DISTRICT

BOARD AGENDA

JULY 28, 2026

STAFF REPORT

CONSENT

ITEM NUMBER: 7.

TITLE

Approve a 3.8% Cost of Living Adjustment (COLA) for Support Classifications and Adopting the FY 2026-2027 Salary Schedule.

RECOMMENDATION

Adopt Resolution No. 2026-23 approving a 3.8% Cost of Living Adjustment (COLA) for the following administrative support classifications, effective the first full pay period in July 2026, and adopt the FY 2026-2027 salary schedule:

- Fire Administration Division Manager
- Management Analyst
- Fire Executive Assistant

CONTACT

Cliff Campbell, Acting Fire Chief

BACKGROUND & ANALYSIS

The District provides an annual Cost of Living Adjustment (COLA) for its administrative support classifications. Consistent with past practice, the COLA becomes effective the first full pay period in July for each fiscal year.

The District has historically mirrored the City of American Canyon's annual COLA adjustment for comparable administrative classifications to maintain competitive compensation and ensure consistency between the two agencies.

The City approved a 3.8% COLA for Fiscal Year 2026-2027. Accordingly, the proposed salary schedules for the District's administrative support classifications have been adjusted by the same percentage.

This resolution also establishes that, until further action by the Board of Directors, future annual COLA adjustments for these classifications will continue to mirror the annual COLA adopted by the City of American Canyon and will become effective the first full pay period in July of each fiscal year.

FISCAL IMPACT

The fiscal impact of the proposed 3.8% COLA has been incorporated into the District's FY 2026-2027 Adopted Budget.

Salary Schedule - FY 2026-2027

Classification	Annual Salary Range
Fire Executive Assistant	\$80,975.66 – \$98,373.20
Management Analyst	\$103,288.47 – \$125,548.18
Fire Administration Division Manager	\$119,546.04 – \$145,303.39

BOARD PRIORITY PROGRAMS AND PROJECTS

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

ENVIRONMENTAL REVIEW

None

ATTACHMENTS:

- 1. [Resolution 2026-23.pdf](#)
- 2. [Exhibit A. FY26-27 Admin Support Salary Schedule](#)