

JACKSON COUNTY FIRE DISTRICT 3



RESOLUTION NO. 25-03

IN THE MATTER OF AUTHORIZING THE SALARY AND BENEFITS SCHEDULE FOR NON-BARGAINING PERSONNEL FOR FISCAL YEAR 2025/2026

WHEREAS, it is the duty and responsibility of the Board of Directors of Jackson County Fire District 3 to annually establish the number of positions, salaries, and benefits for administrative and clerical personnel in the non-bargaining group; and

WHEREAS, employees generally receive time-in-grade pay increases following 12 months of service across each step; and

WHEREAS, the District recognizes administrative working hours to be a four (4) day, ten (10) hour day work week that includes a one (1) hour compensable lunch; and

WHEREAS, salaries for the 2025/2026 fiscal year represent a five (5) percent cost of living adjustment; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of Jackson County Fire District 3 hereby adopts this resolution establishing salary and benefits for non-bargaining personnel effective July 1, 2025, through June 30, 2026, as follows:

POSITION	FTE	A	B	C	D	E
Deputy Chief	1	10,624	11,155	11,713	12,298	12,913
Division Chief	3	10,179	10,688	11,222	11,783	12,372
Chief Financial Officer	1	10,179	10,688	11,222	11,783	12,372
People Services Administrator	1	7,783	8,172	8,580	9,009	9,460
Technology Systems Administrator	1	7,783	8,172	8,580	9,009	9,460
Data Systems Specialist	1	5,844	6,137	6,443	6,766	7,104
Recruitment Retention Coordinator	.50	5,313	5,579	5,858	6,150	6,458
Facilities Technician	1	5,313	5,579	5,858	6,150	6,458
Risk Reduction Crew Supervisor	1	5,313	5,579	5,858	6,150	6,458
Executive Assistant	1	4,984	5,234	5,495	5,770	6,059
Finance Assistant	2	4,984	5,234	5,495	5,770	6,059
Administrative Assistant	2	4,395	4,615	4,846	5,088	5,343
Logistics Technician	1	4,395	4,615	4,846	5,088	5,343

Full-time employees are considered those who work more than 30 hours per week. Part-time employees are considered those who work 30 hours per week or less. Limited duration (temporary) employees are considered those who work in a position that is intended to last less than 12 consecutive months. Benefits provided for this group are identified separately on Page 6.

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COMPENSATORY TIME: Compensatory time will be allowed in lieu of overtime for hours worked more than 40 during the regular work week (Friday through Thursday) for the positions of Executive Assistant, Finance Assistant, Administrative Assistant, Facilities Technician, and Logistics Technician. For the purpose of determining hours worked in excess of 40, accrued leave hours are not considered as hours worked. Compensatory time will be calculated at 1.5 hours for each eligible hour worked, with 60 hours being the maximum allowable to accrue (equal to 40 overtime hours worked). All compensatory time must be pre-approved and may not be converted to a cash payment unless the employment terminates with the District.

DEATH OF A FAMILY MEMBER: The District will provide 24 hours of paid bereavement leave to be applied to the maximum allowable time under Oregon leave laws.

DEATH IN THE LINE OF DUTY: In the event an employee is killed in the line of duty, or dies as a result of injury or illness acquired in the line of duty, the District shall pay the full cost of health, dental, and vision insurance for a surviving spouse and children for three (3) years after the employee's death, or until remarriage or until the child reaches age 21, whichever occurs first.

DEFERRED COMPENSATION: The District will contribute to a sanctioned 401(a) Deferred Compensation Plan based on position and years of service, so long as the employee is also contributing at least the same amount under both benefits, commencing after the employee's probationary period (one year of service):

Position Based Contribution	Percentage of Base Salary
Deputy Chief Division Chief Chief Financial Officer	4%
People Services Administrator Technology Systems Administrator Data Systems Specialist Recruitment Retention Coordinator Facilities Technician Risk Reduction Crew Supervisor	3%
Executive Assistant Finance Assistant Administrative Assistant Logistics Technician	2%

Years of Employment Based Contribution	Percentage of Base Salary
1-4 Years	1%
5-9 Years	2%
10-15 Years	3%
16-20 Years	4%
21+ Years	5%

For part-time employees, the contribution amount is based on 20 hours per week and is not adjusted up or down should hours vary.

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CONVERSION OF SICK LEAVE TO DEFERRED COMPENSATION: Employees who are members in PERS OPSRP may elect to convert a portion of their sick leave accrual to a District contribution into their 401(a) deferred compensation account. Sick leave hours above 400 are eligible for conversion up to a maximum of 50 hours total. Finance will distribute a sick leave election form to those employees who have more than 400 hours as of the first payroll in March. The District will deduct the elected hours from the employee's sick leave accrual balance when the contribution is made on the second payroll in July. The value of the contribution is calculated on the number of hours elected, times the employee's base hourly rate at the time of payment.

DUTY OFFICER/FIRE INVESTIGATOR/FIRE DEFENSE BOARD ACCRUAL: Staff Chiefs will receive 1.5 hours of accrued time for each day they serve as the Duty Officer and ten hours of accrued time for each week they serve as the Fire Investigator or Fire Defense Board Chief. Such leave will be posted to the employee's DO accrual bank. Hours not utilized in time off during the fiscal year will be paid out to the employee on the last payroll in June at the employee's regular hourly rate. Hours are not permitted to carry forward into the ensuing fiscal year.

EDUCATION INCENTIVE: The District will provide an educational incentive of 3.5% for an associate's degree and 5% for a bachelor's degree of base monthly salary for all positions.

EMS INCENTIVE: The District will provide Chief Officers an EMS Incentive of 5% for an intermediate or paramedic certification based on the "E" Step Firefighter range (\$391/month).

HOLIDAYS: Full-time employees are provided with seven (7) paid holidays or 70 hours per year. Part-time employees are provided with five (5) hours of paid time off on the recognized holiday. Authorized holidays are as follows:

New Year's Day	Labor Day	Christmas Day
Memorial Day	Veterans Day	
Fourth of July	Thanksgiving Day	

HOLIDAYS (FLOATING): Full-time employees are provided with 40 hours of floating holidays annually to be used as desired. Part-time employees are provided with 20 hours. These hours will be posted on July 1st to the employee's floating holiday leave accrual bank. Hours must be utilized by June 30th or they will be forfeited. Hours will be pro-rated for employees starting mid-year. Hours not used will not be paid out if the employee separates mid-year.

HRA-VEBA: The District will make a monthly contribution into a District sanctioned HRA-VEBA account for full-time employees of 5% per month, based on the "E" step firefighter wage (\$7,815). The monthly amount equates to \$391 and will be paid semi-monthly. For part-time employees, the District will contribute 2.5%. The monthly amount equates to \$196 and will be paid semi-monthly.

INSURANCE: The District will offer two insurance plans for employees to elect from. The primary plan will be a \$500/\$1,000 deductible plan with a \$20 co-pay for primary care/specialist visits. The secondary plan will be a \$3,000/\$6,000 deductible plan with a \$40 co-pay for primary care/specialist visits.

Under both plans, the District will pay 93% of the monthly premium for medical, dental, vision, and prescription coverage for full-time employees and their eligible dependents. The employee shall pay 7% of the monthly premium.

Under both plans, the District will pay 50% of the monthly premium for medical, dental, vision, and prescription coverage for part-time employees and their eligible dependents. The employee shall pay 50% of the monthly premium.

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If the employee elects the secondary insurance plan, then the District will contribute an additional amount into their HRA-VEBA as follows: Single tier an additional monthly contribution of \$106; Single tier with child dependents an additional monthly contribution of \$164; Married tier with no child dependents an additional monthly contribution of \$210; and Married tier with child dependents an additional monthly contribution of \$300.

The District shall provide life insurance and AD&D (accidental death and dismemberment) for full-time positions in the amount of \$50,000. If an employee opts out of health coverage benefits then life insurance and AD&D is not provided.

LIABILITY UMBRELLA: The District shall reimburse a maximum of \$150 annually for a personal liability umbrella for the positions of Deputy Chief and Division Chief.

LONGEVITY: Full-time employees hired before July 1, 2010 are entitled to longevity pay in accordance with the following schedule, paid annually in June:

Years of Employment	Percentage of Base Salary
9 -13 Years	1.25%
14 -18 Years	2.50%
19 + Years	3.75%

OVERTIME: The District shall pay overtime at 1.5 to all non-exempt employees working over 40 hours in the regular work week (Friday through Thursday). For the purpose of calculating overtime, accrued leave taken during the work week does not count as hours worked.

PHYSICAL FITNESS: The District will offer full-time employees paid time, 30 minutes per day; 3 days per week for the purpose of maintaining fitness conducted on District premises.

RETIREMENT: The District shall pay the employee's 6% required contribution into the Oregon Public Employees Retirement System (PERS), deemed to be picked up for purposes of IRC Section 414(h)(2) and ORS 238A.335(2)(b).

SICK LEAVE: Full-time employees shall accrue 138 hours of sick leave annually and it shall be accumulative. At hire, 20 hours will be posted to the employee's sick leave accrual bank.

Part-time employees shall accrue 2.69 hours of sick leave for each pay period worked or 70 hours per year and it shall be accumulative. At hire, 10 hours will be posted to the employee's sick leave accrual bank.

STAFF CHIEF'S OVERTIME: Staff Chiefs qualified to work as a shift battalion chief will be eligible to work the duty shift battalion position outside of their normal work hours and shall be compensated at the "E" step shift BC hourly rate times 1.5.

Staff Chiefs working on an Incident Management Team shall receive overtime at their base rate times 1.5 for hours that are reimbursable by the Team's administrator. Approval to participate must be obtained from the Fire Chief.

TECHNOLOGY STIPEND: The District will provide an \$85 per month technology stipend to Chief Officers for the use of their personal cellular device to conduct required District business, and for positions as approved by a Chief Officer.

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VACATION: Employees shall accrue vacation as follows:

Years Employed	0-2 years	3-4 years	5-9 years	10-15 years	16-20 years	21+ Years
Full-Time						
Annual Accrual	80	120	152	188	224	256
Biweekly Accrual	3.07	4.61	5.84	7.23	8.61	9.84
Part-Time						
Annual Accrual	40	60	76	94	112	128
Biweekly Accrual	1.53	2.30	2.92	3.61	4.30	4.92

For those employees hired prior to July 1, 2008, the maximum vacation accrual is three (3) years (3 x the annual accrual). Accruals exceeding the maximum will be forfeited.

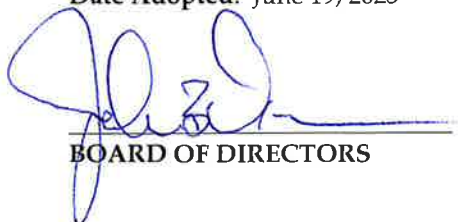
For those employees hired after July 1, 2008, the maximum vacation accrual is two (2) years (2 x the annual accrual). Accruals exceeding the maximum will be forfeited.

Probationary employees can utilize accrued vacation no earlier than six (6) months of employment unless earlier use is approved by the Fire Chief at time of hiring.

VACATION SELL BACK: The District will allow full-time employees to sell back accrued vacation leave in accordance with the following parameters, so long as the employee has at least 50% of their maximum accrual on the books at the time of the sell back request. Requests for sell back can be made only during the month of November and will be paid out on the first regular (non-overtime) payroll in December of that year.

Years of Service	Minimum Sell Back Hours	Maximum Sell Back Hours
5-9 years	20	48
10-15 years	20	96
16 years and greater	20	120

Date Adopted: June 19, 2025



BOARD OF DIRECTORS



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Wages and Benefits Extended to Temporary Employees

Limited Duration (Temporary) Employees are those serving on the District's risk reduction crew, working less than 12 consecutive months in any rolling calendar year.

SALARY RANGE: Two step ranges are provided for this position on an hourly basis. First year employees start out at Step A.

	Positions	STEP A	STEP B
Risk Reduction Crew	3	\$21.53 Hourly	\$23.68 Hourly
Summer Firefighters	2	\$22.50 Hourly	

HOLIDAYS: Temporary employees will be compensated for holidays if the holiday falls on a normally scheduled workday.

INSURANCE: Temporary employees are eligible for health insurance benefits on the first of the month following a 90-day waiting period. After which, if the employee chooses to participate, the District will pay 50% of the monthly premium for medical, dental, vision, and prescription coverage for the employee and their eligible dependents.

OVERTIME: The District shall pay overtime at 1.5 for all hours worked over 40 in the regular work week (Friday through Thursday). For the purpose of calculating overtime, accrued leave taken and holidays observed during the work week do not count as hours worked.

RETIREMENT: This is considered a PERS eligible position. For those employees with established membership in PERS, the District shall pay the employee's 6% required contribution, deemed to be picked up for purposes of IRC Section 414(h)(2) and ORS 238A.335(2)(b).

SICK LEAVE: Temporary employees shall accrue 5.30 hours of sick leave for each pay period worked. At hire, 20 hours will be posted to the employee's sick leave bank. Unused sick leave hours are not paid out at the end of the temporary employment period.

VACATION: Temporary employees shall accrue 3.07 hours of vacation for each pay period worked. Vacation hours accrued but not used will be paid out at the end of the employment period.

Date Adopted: June 19, 2025


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