

**ROSS VALLEY FIRE DEPARTMENT  
STAFF REPORT**

For the Meeting of June 10, 2026

To: Board of Directors

From: Dan Mahoney, Fire Chief

Subject: Adopt Resolution 26-04 Approving a Publicly Available Pay Schedule for all  
Ross Valley Fire Department Employees for the 2026-2027 Fiscal Year

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**RECOMMENDATION:**

Staff recommends the Board adopt Resolution 26-04, approving a Publicly Available Pay Schedule in accordance with California Public Employees Retirement System (CalPERS) regulations.

**BACKGROUND:**

In 2011, CalPERS pursuant to Government Code Sections 20630, 20636, and 20636.1 adopted regulations setting forth the required elements necessary to meet the definition of a publicly available pay schedule. The required elements are as follows:

- (1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
- (2) Identifies the position title for every employee position;
- (3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
- (4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- (5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- (6) Indicates an effective date and date of any revisions;
- (7) Is retained by the employer and available for public inspection for not less than five years; and
- (8) Does not reference another document in lieu of disclosing the pay rate.

The pay rates for FY 2026-27 were previously negotiated as part of the Memoranda of Understanding For FY 2025-2028 between the Ross Valley Fire Department and 1) the International Association of Firefighters Local 1775 and 2) the Ross Valley Fire Chiefs Officers Association; and per Resolutions 25-11 (Administrative Assistant), 25-12 (Fire Inspectors), 25-13 (Wildfire Preparedness Coordinator) and the Fire Chief's employment agreement approved on September 10, 2026.

**FISCAL IMPACT:**

There is no fiscal impact associated with publishing the attached document on the Fire Department's website.

**ATTACHMENTS:**

Attachment #1 – Resolution 26-04, A Resolution Approving Salaries for All Ross Valley Fire Department Employees for the 2026-2027 Fiscal Year