



CONFIRE

STAFF REPORT

DATE: May 26, 2026

FROM: Nathan Cooke, Interim Executive Director

BY: Damian Parsons, Finance/Administrative Director
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TO: CONFIRE Board of Directors

SUBJECT: Adoption of the Exempt Compensation Plan

Recommendation

Adopt the draft CONFIRE Exempt Compensation Plan, establishing compensation and terms and conditions of employment for Exempt Group employees.

Background Information

Exempt employees at CONFIRE are currently compensated under the San Bernardino County Special Districts and Fire District Compensation Plan. That compensation framework was developed for San Bernardino County special districts and the San Bernardino County Fire Protection District and does not fully reflect CONFIRE's organizational structure, classifications, operational assignments, or administrative needs.

CONFIRE staff, in coordination with the County Human Resources Department, is developing a CONFIRE-specific compensation plan based on the existing County framework. The proposed plan updates governance and organizational references, clarifies administration of County benefit programs, incorporates CONFIRE-specific classifications and operational assignments, and revises selected compensation and allowance provisions. Proposed updates include revisions to vehicle and portable communication device allowances, establishment of a uniform allowance, addition of a 15% management incentive pay provision for designated safety management classifications to support recruitment and retention of employees transitioning from California public safety retirement systems, and related administrative and formatting updates intended to support CONFIRE's transition toward independent personnel administration.

The proposed compensation plan also includes two 3% cost-of-living adjustments, consistent with those of other bargaining groups within CONFIRE.

Due to time constraints resulting from the need to fill key exempt positions to support the implementation of ground ambulance services, the agreement has not been finalized with San Bernardino County Human Resources. Any substantial changes to current draft will be brought to the CONFIRE Board of Directors for approval at the earliest possible date.

Fiscal Impact

Approval of the CONFIRE Exempt Compensation Plan will result in approximately \$809,354 in new ongoing annual personnel costs for the projected 32 Exempt Plan positions. The majority of these costs are associated with the proposed reorganization and attributed to the EMS Division 5020 Fund, including new and revised classifications necessary to support expanded operational and administrative responsibilities. The projected cost also includes impacts associated with the proposed two 3% cost-of-living adjustments and the proposed reclassification of the ECC Chief and Finance Administration Director classifications.

Attachments

- CONFIRE Exempt Compensation Plan