



**CONSOLIDATED FIRE AGENCIES JPA
BOARD OF DIRECTORS**

RESOLUTION NO. 2026-04

**A RESOLUTION OF THE BOARD OF DIRECTORS OF CONSOLIDATED FIRE AGENCIES JPA
ADOPTING THE CONFIRE PERSONNEL RULES**

WHEREAS, Consolidated Fire Agencies JPA ("CONFIRE") is a separate public entity responsible for establishing and administering the personnel system applicable to its employees; and

WHEREAS, the 1987 Personnel Rules for Board-Governed Special Districts no longer reflect CONFIRE's current governance, workforce, organizational structure, or personnel administration; and

WHEREAS, CONFIRE has developed updated Personnel Rules specifically for its workforce, and the proposed Rules have undergone legal review and employee-organization review; and

WHEREAS, the Board of Directors desires to adopt the updated CONFIRE Personnel Rules as the controlling personnel framework for CONFIRE, subject to applicable law, memoranda of understanding, compensation plans, and other controlling authority.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of Consolidated Fire Agencies JPA as follows:

- 1. Adoption.** The CONFIRE Personnel Rules attached as Exhibit A are hereby approved and adopted.
- 2. Supersession and Effective Date.** The Personnel Rules supersede the 1987 Personnel Rules for Board-Governed Special Districts as applied to CONFIRE and shall become effective upon adoption of this Resolution.
- 3. Implementation.** The Executive Director and Human Resources are authorized to implement and administer the Personnel Rules and to make non-substantive formatting, numbering, and cross-reference corrections that do not alter Board-approved substance, employee rights, or controlling agreements.
- 4. Controlling Authority.** The Personnel Rules shall be administered subject to applicable law, the Joint Powers Agreement, applicable memoranda of understanding, Board-approved compensation plans, and other controlling authority.
- 5. Severability.** If any provision of this Resolution or the Personnel Rules is held invalid, the remaining provisions shall remain in effect to the fullest extent permitted by law.

PASSED, APPROVED, AND ADOPTED this 22nd day of September 2026.

Chair, Board of Directors

Clerk of the Board