ROSS VALLEY FIRE SERVICE RESOLUTION 09-07

A RESOLUTION OF THE ROSS VALLEY FIRE SERVICE REVISING
RESOLUTION 08-04 ESTABLISHES SALARIES, BENEFITS, AND WORKING
CONDITIONS FOR THE FIRE CHIEF

WHEREAS, Chief Roger Meagor has served as the Fire Chief for the Ross Valley Fire
Department since 2005; and

WHEREAS, Chief Meagor is a career member of the Ross Valley Fire Department and not of
retirement age; and

WHEREAS, Chief Meagor lives within the District and routinely responds to off-duty fires and
other emergencies.

NOW, THEREFORE, in consideration of the foregoing, the Board adopts the following as the
terms and conditions of the employment of Roger Meagor as Fire Chief:

At Will Employment: As Fire Chief, Chief Meagor would serve at the pleasure of the Board
and may be terminated with or without cause and without an appeal.

Salary: Effective July 1, 2009, the Authority agrees to pay an annual base salary of $150,629,
payable at a rate of $6,276.21 per pay period.

Housing Allowance: The Authority agrees to pay an annual housing allowance of $5,000,
payable at a rate of $208.33 per pay period.

Salary Adjustment: The Fire Board will review the Fire Chief’s performance evaluation
conducted annually by the Executive Officer. The Fire Board will set the Fire Chief’s salary
and benefits by resolution.

Administrative Leave: Management positions are classified as Fair Labor Standards Act
(FLSA) exempt and therefore are not eligible for overtime or compensatory time off. However,
in recognition of the long hours required to perform the Fire Chief’s position, including the
attendance at numerous meetings and emergency response outside normal working hours, the
Fire Chief shall receive ten (10) days of administrative leave annually. Unused leave does not
carry over from one fiscal year to the next.

Duty Chief Coverage: The Fire Chief agrees to work a minimum of eight (8) 24 hour shifts
per year, as Duty Chief, if needed.

Vehicle Allowance: The Fire Chief shall have the use of a Fire Department vehicle.

Vacation Leave: Vacation shall be accrued at the rate of 25 days per year and all vacation
and administrative leave shall be approved in advance by the Executive Officer.

Chief Meagor may at his option, receive cash for vacation days accrued in excess of 20 days,
up to a maximum of five days (40 hours) cash payment, once during each fiscal year.
Sick Leave: Sick leave shall be accrued at a rate of eight (8) hours per month. Sick leave usage, accumulation, and payoff at retirement will be in accordance with the terms and conditions as defined in the Ross Valley Fire Chief Officers' Association Memorandum of Understanding.

Reversion Rights:

A. If the Board elects to terminate Chief Meagor from his position as Chief of the Department without cause, the Chief would then have the right to revert to a Battalion Chief's position, his last permanent rank.

B. If one of the then current Battalion Chiefs was elevated to the position of Chief, no further action need be taken as the former Chief would fill that spot. If a Chief was hired from the outside, the Fire Chief would revert to his last permanent position, i.e., Battalion Chief, replacing the junior Battalion Chief and the Department Reduction Force Procedure would be invoked.

C. If Chief Meagor is terminated for cause (as defined in Government Code §19572), there would be no reversionary rights.

D. This Agreement is personal to Chief Meagor and does not create a past practice.

Other Provisions: Unless herein specified otherwise, the Fire Chief is entitled to the employee benefits outlined in the Ross Valley Fire Chief Officers' Association Memorandum of Understanding. To the extent that the terms of this Agreement are inconsistent with the provisions of the current Ross Valley Fire Chief Officers Association Memorandum of Understanding, the terms of this Agreement shall prevail. The civil service grievance procedure (Resolution 01-02, Section 13) is not applicable to Roger Meagor or this Agreement.

I do hereby certify that the above Resolution 09-07 is a true and correct copy as passed by the Ross Valley Fire Board on July 9th, 2009, by the following vote:

AYES: 4
NOES: 0
ABSENT: 0
ABSTAIN: 0

Lew Tremaine, President

JoAnne Lewis, Administrative Assistant