



Established: June 3, 1961

Board of Directors Special Meeting Agenda² Wednesday, February 25, 2026

7:00pm

2502 Country Club Drive
Cameron Park, CA 95682 – Social Room

Board Members

Dawn Wolfson, President

Katie Gilchrest, Vice President

Sidney Bazett, Director

Tim Israel, Director

VACANT, Director

Mission Statement

“To preserve and enhance the quality of life and to safeguard the health, safety, and welfare of our community”

CALL TO ORDER

- Roll Call
- Pledge of Allegiance
- Moment of Silence to Honor Service Members
 - Military, Law Enforcement, Fire, Emergency Personnel
- Adoption of Agenda²

GENERAL PUBLIC COMMENT³

GENERAL BUSINESS

1. APPROVE Resolution No. 2026-07 Approving an Updated Salary Schedule, Establishing the Operations Manager Classification, Removing the Parks and Facilities Supervisor Classification, and Amending the FY 2025/2026 Positions and Authorization Document (M. Johnson)
2. APPROVE Resolution No. 2026-08 Approving an Amendment to the Fire Services Agreement to Modify Position Classifications and Provide Staffing Flexibility at Stations 88 and 89 (M. Johnson)

3. APPOINT Candidate to Board Vacancy

BOARD OF DIRECTORS' COMMENTS & FUTURE AGENDA ITEMS

ADJOURNMENT OF MEETING

The next regularly scheduled meeting of the Cameron Park Community Services District Board of Directors is **Wednesday, March 18th at 6:30pm**, in the Social Room at 2502 Country Club Drive, Cameron Park, CA 95682

This agenda and packet items are available online at the CPCSD website:
<https://www.cameronpark.org/board-of-directors>

ADA COMPLIANCE STATEMENT

In compliance with the Americans with Disabilities Act, if you need special assistance or materials to participate in this meeting, please contact the District Office at (530) 677-2231 or cpcsd@cameronpark.org. Notification 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to this meeting and agenda materials.

PUBLIC MEETING CONDUCT

Board Meeting Conduct is outlined in District Policy 5030, which can be found on our website: [CPCSD Board Policies](#).

PROTOCOLS FOR PUBLIC COMMENT

Time for public comment will be provided at every meeting and will only be received at designated periods as called by the Board President or otherwise outlined on this agenda.

Individuals have three (3) minutes to address the Board with an overall time allotment of 20 minutes per topic.

Except with the consent of the Board President, individuals shall be allowed to speak to an item only once.

Individuals participating on-site will be provided with the opportunity to address the Board of Directors first, and then any virtual participants will be called upon.

Individual Board members may ask clarifying questions but will not engage in substantive dialogue with person(s) providing input to the Board.

If any person(s) providing comments to the Board of Directors creates a disruption to the meeting by refusing to follow guidelines, the Board President may take the following actions:

- Step 1 - Request the person(s) adhere to Board Meeting guidelines. If the person refuses, the President may have the speaker's microphone turned off or ask the speaker to stop.
- Step 2 - If the disruption continues, the President may order a recess of the Board meeting.
- Step 3 - If the disruption continues, the President may order the removal of the person from the Board meeting.

AGENDA FOOT NOTES

1. **Public Records:** Any writing that is a public record and is distributed to all, or a majority, of the Board of Directors may be available for public inspection by submitting a Public Records Request. Any records distributed during a meeting of the Board of Directors shall be made available to review at the meeting only, such items are not entered into District record. For purposes of the Brown Act §54954.2(a), the numbered items on this Agenda give a brief description of each item of business to be transacted or discussed. Recommendations of District staff, as shown in a report, do not prevent the Board from taking other action.
2. **Adoption of Agenda:** This agenda may be amended up to 72 hours prior to the meeting being held. An AGENDA in FINAL FORM is located on the table in front of the District Office. Additionally, a copy of the FINAL AGENDA is available on the District's website at www.cameronpark.org.
3. **Public Comment:** At this time, members of the public may address the Board of Directors regarding any items within the subject matter jurisdiction of the Board, provided that NO action may be taken on items not on the agenda unless authorized by law. Board Directors will not engage in debate on items during this time. Individuals will have three (3) minutes to address the Board with an overall time allotment of 20 minutes per topic. Individuals participating on-site will be provided with the opportunity to address the Board of Directors first, then any virtual participants will be called upon.
4. **Consent Calendar:** All matters on the Consent Calendar are to be approved by one motion unless a Board member requests separate action on a specific item. Members of the audience who wish to address any item on the Consent Calendar should do so before Board action is taken.

Cameron Park Community Services District



Staff Report

DATE: February 25, 2026

FROM: MAURICE JOHNSON, INTERIM GENERAL MANAGER

AGENDA ITEM #1: Consideration of Adoption of Updated Public Salary Schedule and Amendment to the FY 2025 to 2026 Positions and Authorization Document to Add the Operations Manager Classification and Remove the Parks and Facilities Supervisor Classification.

RECOMMENDED ACTION: Adopt Resolution No. 2026-07 approving the updated Public Salary Schedule to establish the Operations Manager classification, removing the Parks and Facilities Supervisor classification, amending the FY 2025 to 2026 Positions and Authorization Document accordingly, and authorizing the General Manager to execute any documents necessary to implement this action

BACKGROUND

As part of the FY 2025/2026 Budget process, the District evaluated the organizational structure of the Parks and Facilities Department to ensure alignment with operational demands, capital project oversight responsibilities, and Districtwide management expectations.

The previously authorized Parks and Facilities Supervisor classification was reviewed in relation to the expanding scope of responsibilities within the department, including facility operations, parks maintenance, fleet oversight, vendor coordination, contractor management, and capital improvement implementation.

To better reflect the scope and level of responsibility required, the District incorporated funding in the adopted FY 2025/2026 Budget to transition the classification to Operations Manager.

The Positions and Authorization Document for FY 2025/2026 reflects this updated structure.

PROPOSED ORGANIZATIONAL MODIFICATIONS

The proposed amendment includes the following reclassifications:

- Removal of the Parks and Facilities Supervisor classification
- Establishment of the Operations Manager classification

This change elevates the position to a management level classification with broader authority and accountability, including:

- Oversight of District operations
- Capital project coordination and implementation
- Budget development and expenditure oversight
- Contractor management
- Cross departmental operational coordination

FISCAL IMPACT

The Operations Manager salary schedule includes a 7,000 dollar increase to each salary step when compared to the prior Parks and Facilities Supervisor classification.

This adjustment was incorporated and fully budgeted in the adopted FY 2025 to 2026 Budget.

There is no additional fiscal impact beyond what has already been approved by the Board.

OPERATIONAL AND POLICY CONSIDERATIONS

Approval of the updated Public Salary Schedule ensures compliance with public agency salary schedule requirements and retirement reporting standards.

The action aligns the District's organizational structure with operational realities and formalizes the classification transition previously incorporated into the adopted budget.

The modification strengthens management oversight within the Parks and Facilities Department and supports:

- Operational efficiency
- Clear accountability
- Capital project execution capacity
- Long term organizational stability

CONCLUSION

Approval of this action will formally establish the Operations Manager classification, remove the Parks and Facilities Supervisor classification, update the Public Salary Schedule, and amend the FY 2025/2026 Positions and Authorization Document.

The fiscal impact has already been incorporated into the adopted budget. Staff recommends approval.

Attachments:

1A – Resolution 2026-07

1B – Proposed FY 2025/2026 Public Salary Schedule, Operations Manager

1C – Proposed FY 2025 to 2026 Positions and Authorization Document

1D – Operations Manager Job Description (approved 10/15/25)

1E – Org Chart (revised 1/21/26)

**Resolution No. 2026-07
of the BOARD OF DIRECTORS of the
Cameron Park Community Services District
February 25, 2026**

**RESOLUTION APPROVING AN UPDATED PUBLIC SALARY SCHEDULE,
ESTABLISHING THE OPERATIONS MANAGER CLASSIFICATION, REMOVING
THE PARKS AND FACILITIES SUPERVISOR CLASSIFICATION, AND AMENDING
THE FY 2025/2026 POSITIONS AND AUTHORIZATION DOCUMENT**

WHEREAS, the Cameron Park Community Services District is required to maintain a Board approved and publicly available salary schedule for all employee classifications; and

WHEREAS, the Board of Directors adopted the FY 2025/2026 Budget, which incorporated a transition from the Parks and Facilities Supervisor classification to an Operations Manager classification within the Parks and Facilities Department; and

WHEREAS, the Operations Manager classification reflects expanded managerial authority, operational oversight, capital project coordination, and budget responsibility consistent with the District's organizational needs; and

WHEREAS, the Operations Manager salary schedule includes a \$7,000 increase to each salary step compared to the prior Parks and Facilities Supervisor classification, and such adjustment was incorporated and fully funded within the adopted FY 2025/2026 Budget; and

WHEREAS, the Board has previously approved the Operations Manager Job Description and desires to formally establish the Operations Manager classification, remove the Parks and Facilities Supervisor classification, approve the updated Public Salary Schedule, and amend the FY 2025/2026 Positions and Authorization Document accordingly.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Cameron Park Community Services District as follows:

1. The updated Public Salary Schedule establishing the Operations Manager classification is hereby approved.
2. The Parks and Facilities Supervisor classification is hereby removed from the District's authorized classifications.
3. The FY 2025/2026 Positions and Authorization Document is hereby amended to reflect the establishment of the Operations Manager classification and the removal of the Parks and Facilities Supervisor classification.

4. The General Manager is authorized to execute any documents and take any administrative actions necessary to implement this Resolution.

PASSED AND ADOPTED by the Board of Directors of the Cameron Park Community Services District at a special meeting held on the 25th day of February 2026, by the following vote of said Board:

AYES:

NOES:

ABSENT:

ATTEST:

Dawn Wolfson, President
Board of Directors

Maurice Johnson, Interim General Manager
Secretary to the Board



CAMERON PARK COMMUNITY SERVICES DISTRICT

Public Salary Schedule

2/25/2026

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%							
ANNUAL RATE	FY 25/26												
General Manager	NEGOTIATED = \$158,671												
Finance/Human Resources Officer	\$69,916.52	\$71,668.17	\$73,441.18	\$75,278.28	\$77,158.10	\$79,102.00	\$81,088.63	\$83,096.62	\$85,168.70	\$87,304.86	\$89,483.74	\$91,790.80	\$94,076.49
Operations Manager	\$73,486.40	\$77,160.72	\$81,018.76	\$85,069.69	\$89,323.18	\$93,789.34							
Accounting Specialist II	\$65,131.52	\$68,389.16	\$71,839.06	\$75,577.34	\$79,358.34	\$83,326.26							
Accounting Specialist I	\$45,585.65	\$47,871.35	\$50,263.84	\$52,784.51	\$55,433.35	\$58,210.36							
Receptionist	\$37,852.76	\$39,745.39	\$41,740.57	\$43,834.00	\$46,034.25	\$48,319.94							
CC&R Officer	\$57,783.13	\$60,666.94	\$63,700.29	\$66,883.17	\$70,236.94	\$73,740.24							
Wildfire Mitigation Coordinator	\$57,783.13	\$60,666.94	\$63,700.29	\$66,883.17	\$70,236.94	\$73,740.24							
Maintenance Worker II	\$46,504.20	\$48,832.62	\$51,267.84	\$53,831.23	\$56,522.79	\$59,342.52							
Maintenance Worker I	\$39,924.83	\$41,911.46	\$44,004.90	\$46,205.14	\$48,512.19	\$50,947.42							
Recreation Supervisor	\$68,378.48	\$71,796.34	\$75,385.09	\$79,166.09	\$83,117.99	\$87,283.50							
Recreation Coordinator	\$49,024.87	\$51,481.46	\$54,066.21	\$56,779.13	\$59,620.23	\$62,610.85							
Recreation Specialist	\$37,745.95	\$39,647.13	\$41,612.40	\$43,705.83	\$45,884.72	\$48,170.41							
	Note: Finance/Human Resources Officer is 2.5% between steps												

	FY 25/26												
HOURLY RATE	NEGOTIATED = \$158,671												
General Manager	NEGOTIATED = \$158,671												
Finance/Human Resources Officer	\$33.61	\$34.46	\$35.31	\$36.19	\$37.10	\$38.03	\$38.98	\$39.95	\$40.95	\$41.97	\$43.02	\$44.13	\$45.23
Operations Manager	\$ 35.33	\$ 37.10	\$ 38.96	\$ 40.91	\$ 42.96	\$ 45.11							
Accounting Specialist II	\$ 31.31	\$ 32.88	\$ 34.54	\$ 36.34	\$ 38.15	\$ 40.06							
Accounting Specialist I	\$ 21.92	\$ 23.02	\$ 24.17	\$ 25.38	\$ 26.65	\$ 27.99							
Receptionist	\$ 18.20	\$ 19.11	\$ 20.07	\$ 21.07	\$ 22.13	\$ 23.23							
CC&R Officer	\$ 27.78	\$ 29.17	\$ 30.63	\$ 32.16	\$ 33.77	\$ 35.45							
Wildfire Mitigation Coordinator	\$ 27.78	\$ 29.17	\$ 30.63	\$ 32.16	\$ 33.77	\$ 35.45							
Maintenance Worker II	\$ 22.36	\$ 23.48	\$ 24.65	\$ 25.88	\$ 27.17	\$ 28.53							
Maintenance Worker I	\$ 19.19	\$ 20.15	\$ 21.16	\$ 22.21	\$ 23.32	\$ 24.49							
Recreation Supervisor	\$ 32.87	\$ 34.52	\$ 36.24	\$ 38.06	\$ 39.96	\$ 41.96							
Recreation Coordinator	\$ 23.57	\$ 24.75	\$ 25.99	\$ 27.30	\$ 28.66	\$ 30.10							
Recreation Specialist	\$ 18.15	\$ 19.06	\$ 20.01	\$ 21.01	\$ 22.06	\$ 23.16							

PART TIME POSITIONS @ 5%	(Generally less than 30 hrs per week)	CY 2025					
Admin Assist I (clerical)		\$19.06	\$20.02	\$21.01	\$22.09	\$23.20	\$24.36
Admin Assist II		\$20.50	\$21.53	\$22.60	\$23.73	\$24.93	\$26.17
Board Clerk		\$24.97	\$26.22	\$27.53	\$28.91	\$30.36	\$31.88

SEASONAL POSITIONS @ 2.5%	(Summer and/or year round periodically)	CY 2025		
Recreation Leader I		\$16.95	\$17.36	\$17.79
Recreation Leader II		\$18.15	\$18.60	\$19.06
Lifeguard I		\$17.36	\$17.81	\$18.16
Lifeguard II		\$18.61	\$19.08	\$19.55

BOARD APPROVED 6/18/2025, EFF DATE 7-1-2025

REVISED 8/20/25

NOTE: Seasonal & Part time wage scale to be adjusted as minimum wage changes Prior to January each calendar year



POSITIONS AND AUTHORIZATION DOCUMENT (PAD)

Budget FY 26

OFFICE OF THE GENERAL MANAGER				
Position	Auth'd Positions	Actual Filled Positions	Funded Positions	Proposed Changes
General Manager	1	1	1	
Board Clerk	0.5	0.5	0.5	
Wildfire Mitigation Coordinator	1	1	1	
Admin Assistant II	0.25	0.25	0.25	
Receptionist	1	1	1	
	3.75	3.75	3.75	0
FINANCE/HUMAN RESOURCES DEPARTMENT				
Position	Auth'd Positions	Actual Filled Positions	Funded Positions	Proposed Changes
Finance/HR Officer	1	1	1	
Accounting Specialist II	1	1	1	
Accounting Specialist I	1	1	1	
	3	3	3	0
RECREATION DEPARTMENT				
Position	Auth'd Positions	Actual Filled Positions	Funded Positions	Proposed Changes
Recreation Supervisor	1	1	1	
Recreation Coordinator	1	1	1	
Recreation Specialist	1	1	1	
Receptionist				
	3	3	3	0
PARKS AND FACILITIES DEPARTMENT				
Position	Auth'd Positions	Actual Filled Positions	Funded Positions	Proposed Changes
Operations Manager	1	1	1	
Maintenance Worker II	1	1	1	
Maintenance Worker II	1	1	1	
Maintenance Worker II	1	0	1	
Maintenance Worker I	1	1	1	
Maintenance Worker I	1	0	1	
PT Maintenance Worker I (4100hrs)	2	2	2	-1
	8	6	8	-1

Cameron Park Community Services District

Job Title:	Operations Manager	Department/Group:	Administration
Location:	Community Center	Will Train Applicant(s):	Specific to assigned duties
Level/Salary Range:	Level/Salary Range	Position Type:	Full-Time/Exempt Management
OFFICE ADDRESS: Cameron Park Community Services District 2502 Country Club Drive Cameron Park, CA 95682 www.cameronpark.org		BENEFITS: <input checked="" type="checkbox"/> Full-Time with all Benefits <input type="checkbox"/> Part-Time with Health only Benefits <input type="checkbox"/> Less than Part-Time with no Benefits <input type="checkbox"/> Seasonal with no Benefits	
Job Description			
<p>GENERAL DESCRIPTION OF POSITION</p> <p>Under the direction of the General Manager, the Operations Manager is responsible for the overall strategic leadership, planning, and coordination of the District's day-to-day operations across Parks, Facilities, Recreation, and Community Services. This position functions as the executive-level deputy to the General Manager, with broad responsibility for operations, policy implementation, and interdepartmental coordination. The Operations Manager ensures that District services are delivered efficiently, facilities and parks are well maintained, capital projects are effectively executed, and staff are trained, supervised, and supported in alignment with the District's mission, policies, and goals.</p> <p>DISTINGUISHING CHARACTERISTICS:</p> <p>The Operations Manager is an exempt management-level classification with broad responsibility for administrative, operational, and supervisory functions. This position consolidates the responsibilities of the Parks & Facilities Superintendent, Supervisor, and Foreman into a single leadership role. It requires a high degree of independence, professional judgment, and technical expertise in parks and facility operations, project management, budgeting, and personnel administration. The position works closely with the General Manager, Board of Directors, and community stakeholders, representing the District at public meetings and interagency collaborations.</p> <p>SUPERVISION RECEIVED/EXERCISED:</p> <p>Receives general direction from the General Manager or his/her designee. Exercises direct and indirect supervision over all operational divisions and their staff, including professional, supervisory, technical, and field employees, as well as contract and volunteer crews.</p> <p>ESSENTIAL JOB DUTIES</p>			

- **District-Wide Operations Management**
 - Direct, oversee, and coordinate the operations of Parks, Facilities, Recreation, and contracted services.
 - Serve as acting General Manager in the GM's absence.
 - Ensure effective implementation of District policies, programs, and priorities.
- **Staff Leadership & Development**
 - Recruit, hire, train, evaluate, and supervise staff at multiple levels.
 - Establish performance standards and provide coaching, mentoring, and discipline when necessary.
 - Foster teamwork and professional development.
- **Budget & Financial Oversight**
 - Prepare, monitor, and manage departmental and program budgets.
 - Support capital improvement planning, LLAD management, and cost-recovery initiatives.
 - Assist in grant development, reporting, and compliance.
- **Facilities & Parks Operations**
 - Oversee maintenance, repair, and operation of District parks, community center, aquatics facilities, trails, playgrounds, and landscaped areas.
 - Direct weed abatement, safety, and risk management programs.
 - Coordinate contractor services, capital projects, and long-range facility improvements.
- **Community & Interagency Engagement**
 - Represent the District with community groups, governmental agencies, and at Board meetings.
 - Respond to public inquiries, complaints, and service requests.
 - Support community engagement, volunteer programs, and special projects.
 - Builds partnerships with external agencies, nonprofits, and local organizations to leverage resources and support District initiatives.
- **Safety, Risk Management & Emergency Response**
 - Lead District safety programs, training, and compliance with Cal/OSHA and related standards.
 - Ensure adherence to workplace hazard communication and environmental regulations.
 - Respond to District emergencies and coordinate disaster recovery efforts.

QUALIFICATIONS AND EDUCATION REQUIREMENTS

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- **Experience:**
 - Minimum of five (5) years of progressively responsible experience in parks, facilities, recreation, or public works management, including at least three (3) years in a supervisory/management role.
- **Education:**
 - Bachelor's degree from an accredited college or university in Public Administration, Recreation, Park Management, Horticulture, Construction Management, or related field (preferred).
 - Equivalent experience in lieu of degree may be considered.

PREFERRED SKILLS AND/OR CERTIFICATIONS (or ability to obtain)

- **AQUATIC FACILITY OPERATOR (AFO) OR CERTIFIED POOL/SPA OPERATOR CERTIFICATION (CPO).**
- **Qualified Applicator Certificate (QAC)** or Qualified Applicator License (QAL) through the California Department of Pesticide Regulation.
- **Certified Playground Safety Inspector (CPSI)** – Demonstrates knowledge of safety standards in public play areas.
- **Certified Parks and Recreation Professional (CPRP) or Certified Parks and Recreation Executive (CPRE)** – Recognized leadership certifications for parks and recreation professionals.
- **Public Works Supervisor Certification** or similar supervisory designation – Beneficial for overseeing public infrastructure and field crews.
- **California Pesticide Safety Trainer Certification** – Supports leadership in environmental compliance.
- **Project Management Certification (e.g., PMP, CAPM)** – Useful for managing capital projects, timelines, and cross-departmental coordination.
- **Public agency budget administration or purchasing certification** (such as CALPELRA, CSDA, or NIGP offerings) – For budget and procurement oversight.
- Landscape Irrigation Auditor certification.

SPECIAL REQUIREMENTS:

- Subject to DOJ Live Scan background check, medical examination, and drug screening.
- Position requires evening and weekend work as needed.
- Must be able to respond to emergency situations outside of normal working hours.

Knowledge, Skills, and Abilities:

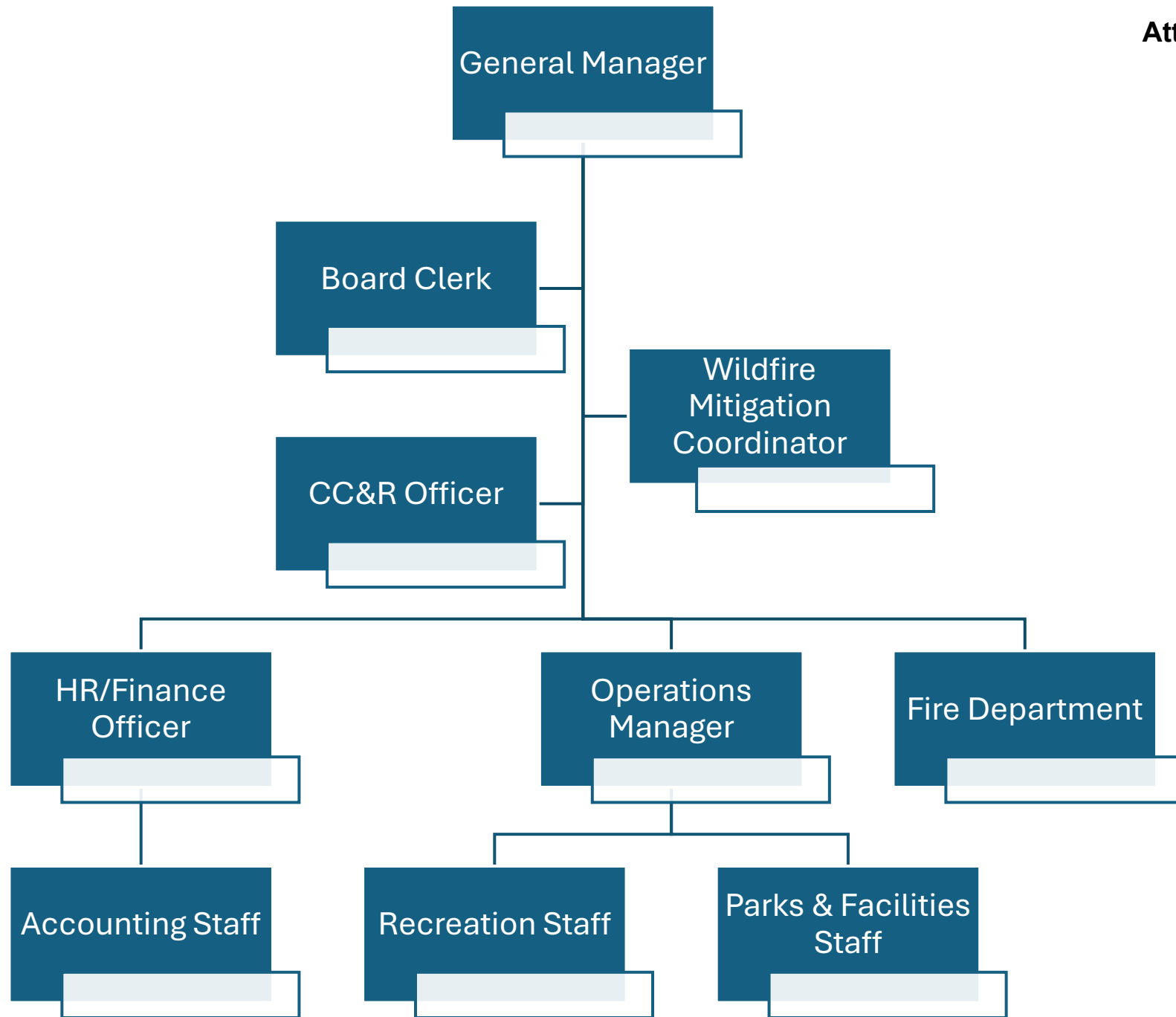
- Plan, organize, train, evaluate, and supervise work crews.
- Read and understand maintenance specifications and plans.
- Estimate time, materials, and staffing needs for projects.
- Respond effectively to safety incidents, inspection findings, and operational issues.
- Prepare, analyze, and maintain administrative and technical records.
- Apply applicable laws, codes, and safety regulations (e.g., Cal/OSHA, pesticide handling).
- Work independently and within teams.
- Make sound decisions within District guidelines.
- Communicate clearly both orally and in writing.
- Foster positive relationships with staff, agencies, and the public.
- Identify hazards and take corrective safety measures.

WORKING CONDITIONS/PHYSICAL REQUIREMENTS

- Work is performed in both an office and outdoor environment, including exposure to inclement weather, smoke, dust, and vegetation.
- May require walking long distances, standing for extended periods, bending, stooping, and lifting up to 50 pounds.
- Use of personal protective equipment (PPE) may be required.
- Must be able to safely drive and operate a motor vehicle on unimproved roads and in remote areas

EQUAL OPPORTUNITY EMPLOYER

Cameron Park Community Services District is an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, or genetic information.





Cameron Park Community Services District

Staff Report

DATE: February 25, 2026

FROM: MAURICE JOHNSON, INTERIM GENERAL MANAGER

AGENDA ITEM #2: Consideration of Amendment to Fire Services Agreement to Modify Organizational Structure and Provide Staffing Flexibility at Stations 88 and 89

RECOMMENDED ACTION: Approve Resolution No. 2026-08 approving an amendment to the Fire Services Agreement to modify select position classifications serving Stations 88 and 89, in order to enhance staffing flexibility while maintaining existing service levels, and authorize the General Manager to execute the amendment and any related documents necessary to implement this action

BACKGROUND

The Cameron Park Community Services District provides fire protection and advanced life support services through a cooperative Fire Services Agreement. Stations 88 and 89 are staffed in accordance with the contractual organizational structure, which includes a combination of Fire Captains, Fire Captain Paramedics, Fire Apparatus Engineer Paramedics, and Fire Apparatus Engineers.

As part of routine operational evaluation and long-term financial planning, staff reviewed the current classification structure to determine whether adjustments could improve staffing flexibility, scheduling efficiency, and cost predictability while maintaining existing service levels.

The proposed amendment modifies select classifications within the existing staffing complement without reducing minimum staffing or altering station deployment.

PROPOSED ORGANIZATIONAL MODIFICATIONS

The proposed amendment includes the following reclassifications:

- Reclassification of one Fire Captain position to Fire Captain Paramedic
- Reclassification of one Fire Apparatus Engineer Paramedic positions to Fire Apparatus Engineer

These changes do not reduce overall staffing levels at either station. Instead, they adjust classification alignment to provide greater operational flexibility in daily staffing assignments and shift coverage.

The command structure, including Unit Chief, Assistant Chief, Battalion Chief, Captains, Engineers, and Paramedics, remains intact. Minimum staffing standards and emergency response capability remain unchanged.

The reclassification allows the District to better align paramedic resources with deployment needs, reduce scheduling constraints, and strengthen resiliency during leave coverage or vacancy periods.

CONTRACT FISCAL IMPACT

The proposed amendment results in a reduction in total contract cost over the five-year term.

Current Agreement Total: \$19,796,749

Proposed Agreement Total: \$19,575,617

Total Five-Year Savings: \$221,134

Annual Savings:

Fiscal Year 25/26: \$40,020

Fiscal Year 26/27: \$42,020

Fiscal Year 27/28: \$44,122

Fiscal Year 28/29: \$46,328

Fiscal Year 29/30: \$48,644

The cost reduction is primarily attributable to a reduction in estimated preliminary benefit rates and the position reclassifications described above.

The amendment improves operational flexibility while also modestly reducing long term contractual obligations.

OPERATIONAL AND POLICY CONSIDERATIONS

The proposed modification maintains the District's existing level of fire protection and advanced life support services. There is no reduction in emergency response capability, apparatus staffing, or station coverage.

This action supports the District's commitment to:

- Maintaining high quality fire and emergency medical services
- Enhancing operational efficiency
- Improving fiscal stewardship
- Ensuring long term sustainability of fire service delivery

By refining classification structure rather than reducing staffing, the District strengthens service stability while exercising prudent financial management.

CONCLUSION

Approval of the proposed amendment will provide enhanced staffing flexibility at Stations 88 and 89 while reducing total contract costs over the five-year term.

The modification maintains service levels, improves scheduling resiliency, and reflects responsible fiscal oversight.

Staff recommends approval.

Attachments:

2A – Resolution 2026-08

2B – CALFire LG1 Agreement Amendment

2C – Fire Services Agreement Presentation

**Resolution No. 2026-08
of the BOARD OF DIRECTORS of the
CAMERON PARK COMMUNITY SERVICES DISTRICT
February 25, 2026**

**APPROVING AN AMENDMENT TO THE FIRE SERVICES AGREEMENT
TO MODIFY POSITION CLASSIFICATIONS AND PROVIDE
STAFFING FLEXIBILITY AT STATIONS 88 AND 89**

WHEREAS, the Cameron Park Community Services District, District, provides fire protection and advanced life support services through a cooperative Fire Services Agreement; and

WHEREAS, Stations 88 and 89 are staffed pursuant to an adopted organizational structure that includes Fire Captains, Fire Captain Paramedics, Fire Apparatus Engineer Paramedics, Fire Apparatus Engineers, and Paramedics; and

WHEREAS, the District has conducted a review of its staffing classifications to improve operational flexibility, scheduling efficiency, and long-term fiscal sustainability while maintaining existing service levels; and

WHEREAS, the proposed amendment reclassifies one Fire Captain position to Fire Captain Paramedic and reclassifies one Fire Apparatus Engineer Paramedic positions to Fire Apparatus Engineer; and

WHEREAS, the proposed amendment does not reduce minimum staffing levels, station coverage, emergency response capability, or advanced life support service delivery; and

WHEREAS, the proposed amendment results in a total five-year contract reduction of approximately \$221,134 due primarily to revised preliminary benefit rate estimates and the position reclassifications; and

WHEREAS, the Board of Directors finds that the proposed amendment supports operational resiliency, fiscal stewardship, and the long-term sustainability of fire protection services within the District.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Cameron Park Community Services District as follows:

1. The Board hereby approves the proposed amendment to the Fire Services Agreement modifying select position classifications serving Stations 88 and 89.

Attachment #2A

2. The Board finds that the amendment maintains existing fire protection and advanced life support service levels while improving staffing flexibility and reducing total contract costs.
3. The General Manager is hereby authorized to execute the amendment and any related documents necessary to implement this action.

PASSED AND ADOPTED by the Board of Directors of the Cameron Park Community Services District at a special meeting held on the 25th day of February 2026, by the following vote of said Board:

AYES:

NOES:

ABSENT:

ATTEST:

Dawn Wolfson, President
Board of Directors

Maurice Johnson, Interim General Manager
Secretary to the Board

**COOPERATIVE FIRE PROGRAMS
FIRE PROTECTION REIMBURSEMENT AGREEMENT AMENDMENT**

AGREEMENT
NUMBER

AMENDMENT
NUMBER

LG-1A REV. 1/2024

CHECK HERE IF ADDITIONAL PAGES ARE ATTACHED 3 Pages

2CA07215

1

1. This Agreement is entered into between the State Agency and the Local Agency named below:

STATE AGENCY'S NAME

California Department of Forestry and Fire Protection – (CAL FIRE)

LOCAL AGENCY'S NAME

Cameron Park Community Services District

2. The term of this Agreement is: July 1, 2025 through June 30, 2030

3. The maximum amount of this Agreement is: \$ 19,575,617.00
Nineteen million, five hundred seventy five thousand, six hundred seventeen dollars and zero cents

4. The parties agree to comply with the terms and conditions of the following exhibits which are by this reference made a part of the Agreement.

This amendment reduces the total of this five year agreement from \$19,796,749 to \$19,575,617 for the five year period from July 1, 2025 to June 30, 2030, a reduction of \$221,132. This reduction is due to a reduction in the estimated preliminary benefit rates and the reclassification of two positions, one Fire Captain, Range A to a Fire Captain, (Paramedic), and one Fire Apparatus Engineer to a Fire Apparatus Engineer (Paramedic), (see attached, Exhibit D, Schedule A). The term will stay at July 1, 2025 to June 30, 2030 and the new total will not exceed \$19,575,617.

All other terms and conditions shall remain the same.
IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

LOCAL AGENCY

LOCAL AGENCY'S NAME
Cameron Park Community Services District

BY (Authorized Signature)

DATE SIGNED(Do not type)



PRINTED NAME AND TITLE OF PERSON SIGNING
Mo Johnson, Interim General Manager

ADDRESS
2502 Country Club Dr. Cameron Park CA 95682

STATE OF CALIFORNIA

AGENCY NAME
California Department of Forestry and Fire Protection

BY (Authorized Signature)

DATE SIGNED(Do not type)



PRINTED NAME AND TITLE OF PERSON SIGNING
Matthew Sully, Deputy Director, Cooperative Fire Protection

ADDRESS P.O. Box 944246, Sacramento, CA 94244-2460

**California Department of General
Services Use Only**

Unit: AEU

Contract Name: Cameron Park Community Services District

Agreement Total **\$19,575,617**

Contract No.: 2CA07215-A1

Page No.: 1

Fiscal Year 25/26	
27750 PS Total	\$3,511,576
27750 OE Total	\$31,117

Fiscal Year 26/27 (+5%)	
27750 PS Total	\$3,687,155
27750 OE Total	\$32,673

Fiscal Year 27/28 (+5%)	
27750 PS Total	\$3,871,513
OE Total	\$34,306

TOTAL **\$3,542,693**

TOTAL **\$3,719,828**

TOTAL **\$3,905,819**

Fiscal Year 26/27 (+5%)	
27750 PS Total	\$4,065,089
27750 OE Total	\$36,022

Fiscal Year 26/27 (+5%)	
27750 PS Total	\$4,268,343
27750 OE Total	\$37,823

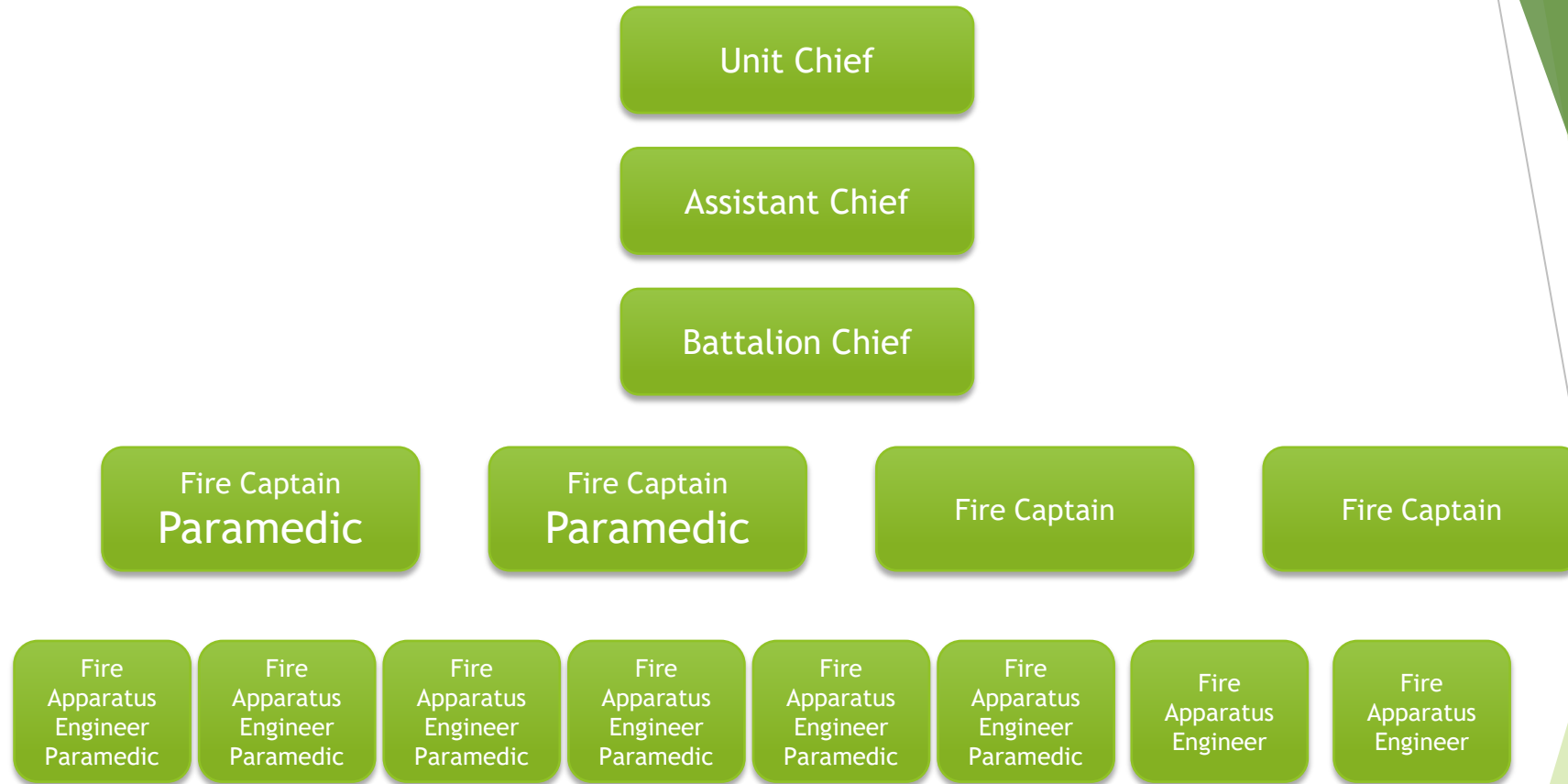
TOTAL **\$4,101,110**

TOTAL **\$4,306,166**

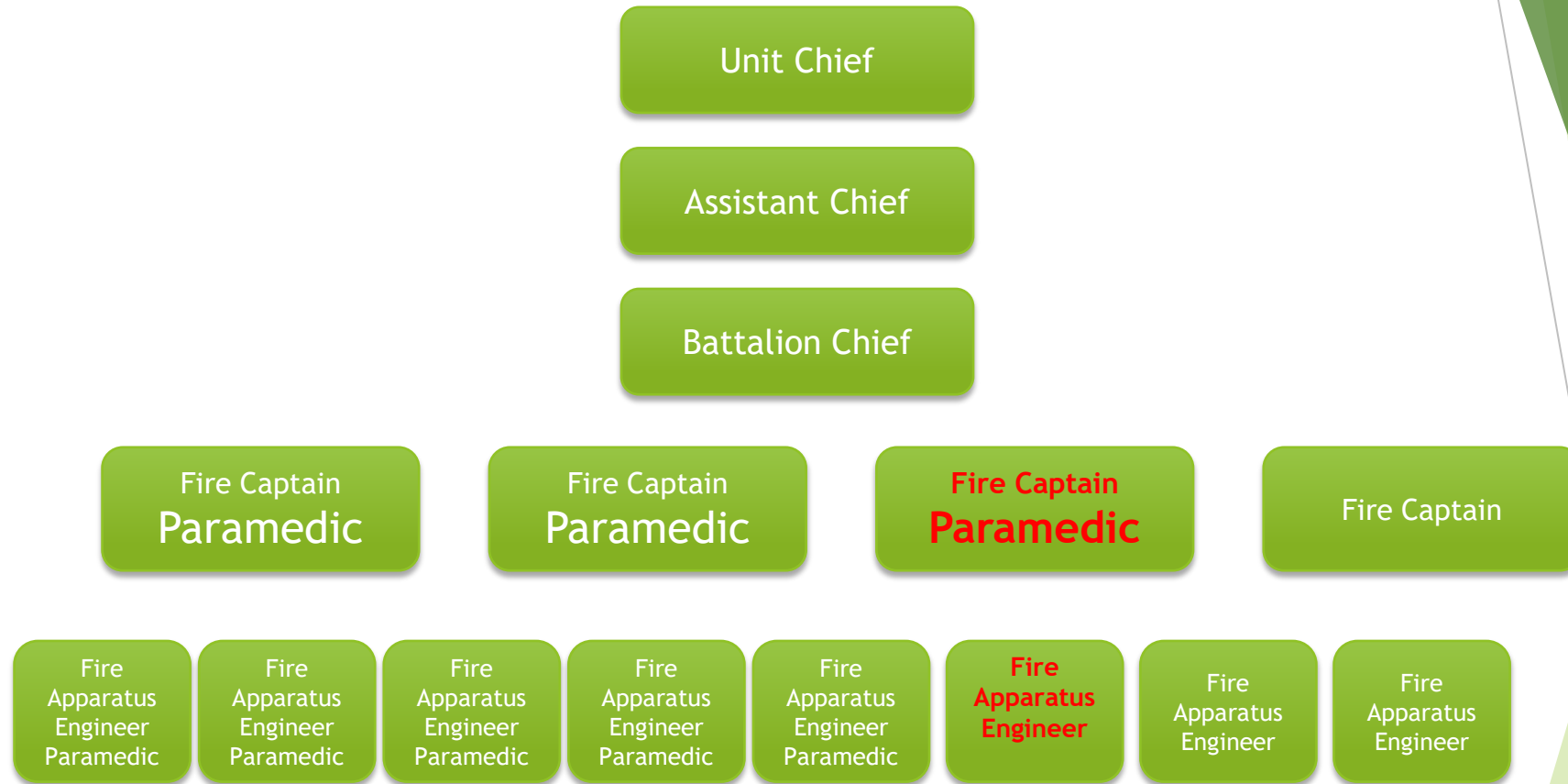
Fiscal Year: 2025		Unit: AEU		Sub Total		\$3,170,151		Contract Name:		Cameron Park Community Services District					
Index: 2700				Admin		\$341,425		Contract No.:		2CA07215-A1					
PCA: 27750				Total		\$3,511,576		Page No.:		2					
PRC: 4142				Overtime Total:		\$0									
Comments				CAL FIRE Unit Chief											
This is a Schedule A - 4142 of the Cooperative Agreement, dated July 1, 2025 between <u>Cameron Park Community Services District</u> , and The California Department of Forestry and Fire Protection (CAL FIRE)				CAL FIRE Region Chief											
				Staff Benefit Rate as of 7/1/25 for POF Classifications		91.49%									
				Staff Benefit Rate as of 7/1/25 for SAF Classifications		63.33%									
				Staff Benefit Rate as of 7/1/25 for MIS Classifications		77.98%									
Number of Positions	Classification/ad-ons (Pick From List)	RET.	Period	Salary Months	Salary Rate	Total Salary	EDWC Rate	EDWC Periods	Total EDWC	Salary Benefits	FFI UI	EDWC Benefits	Total Salary & EDWC	Total Position Cost	
1	Battalion Chief	POF		12	\$8,930	\$107,158	\$3,639	12	\$43,668	\$98,038	\$0	\$24,258	\$273,122	\$287,485	
1	Longevity Pay Differential - 7%	POF		12	\$0	\$7,501			\$0	\$6,863		\$0	\$14,364		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime	POF			\$0	\$0			\$0	\$0		\$0	\$0		
3	Fire Captain (Paramedic)	POF		12	\$8,234	\$296,418	\$3,544	12	\$127,584	\$271,193	\$0	\$70,873	\$766,067	\$821,890	
3	Longevity Pay Differential - 5%	POF		12	\$0	\$14,821			\$0	\$13,560		\$0	\$28,381		
3	Paramedic Recruitment and Retention - 500	POF		12	\$500	\$18,000			\$0	\$9,443		\$0	\$27,443		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime	POF			\$0	\$0			\$0	\$0		\$0	\$0		
1	Fire Captain, Range A	POF		12	\$7,694	\$92,324	\$3,143	12	\$37,716	\$84,467	\$0	\$20,951	\$235,458	\$244,298	
1	Longevity Pay Differential - 5%	POF		12	\$0	\$4,616			\$0	\$4,223		\$0	\$8,840		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime	POF			\$0	\$0			\$0	\$0		\$0	\$0		
5	Fire Apparatus Engineer (Paramedic)	POF		12	\$7,342	\$440,525	\$3,186	12	\$191,160	\$403,036	\$0	\$106,189	\$1,140,910	\$1,186,648	
5	Paramedic Recruitment and Retention - 500	POF		12	\$500	\$30,000			\$0	\$15,738		\$0	\$45,738		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime	POF			\$0	\$0			\$0	\$0		\$0	\$0		
3	Fire Apparatus Engineer	POF		12	\$6,856	\$246,824	\$2,807	12	\$101,052	\$225,819	\$0	\$56,134	\$629,830	\$629,830	
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime	POF			\$0	\$0			\$0	\$0		\$0	\$0		
					\$0	\$0		0	\$0	\$0	\$0	\$0	\$0	\$0	
					\$0	\$0			\$0	\$0		\$0	\$0		
					\$0	\$0			\$0	\$0		\$0	\$0		
					\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime				\$0	\$0			\$0	\$0		\$0	\$0		
					\$0	\$0		0	\$0	\$0	\$0	\$0	\$0	\$0	
					\$0	\$0			\$0	\$0		\$0	\$0		
					\$0	\$0			\$0	\$0		\$0	\$0		
					\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime				\$0	\$0			\$0	\$0		\$0	\$0		



Current Organizational Chart



Proposed changes to Organizational Chart



Current contract fiscal information

- ▶ Total Agreement - \$19,796,749.00
- ▶ Fiscal Year 25/26 - \$ 3,582,713.00
- ▶ Fiscal Year 26/27 - \$3,761,848.00
- ▶ Fiscal Year 27/28 - \$3,949,941.00
- ▶ Fiscal Year 28/29 - \$4,147,438.00
- ▶ Fiscal Year 29/30 - \$4,354,810.00

Proposed contract fiscal information

- ▶ Total Agreement - \$19,575,617.00
- ▶ Fiscal Year 25/26 - \$3,542,693.00
- ▶ Fiscal Year 26/27 - \$3,719,828.00
- ▶ Fiscal Year 27/28 - \$3,905,819.00
- ▶ Fiscal Year 28/29 - \$4,101,110.00
- ▶ Fiscal Year 29/30 - \$4,306,166.00

Cost Difference between Current and Proposed

- ▶ Total Agreement - \$221,134.00
- ▶ Fiscal Year 25/26 - \$40,020.00
- ▶ Fiscal Year 26/27 - \$42,020.00
- ▶ Fiscal Year 27/28 - \$44,122.00
- ▶ Fiscal Year 28/29 - \$46,328.00
- ▶ Fiscal Year 29/30 - \$48,644.00

Cost Reduction Explanation

- ▶ Due to a reduction in the estimated preliminary benefit rates
- ▶ Reclassification of two positions
 - ▶ Fire Captain to Fire Captain Paramedic
 - ▶ Fire Apparatus Engineer Paramedic to Fire Apparatus Engineer

Questions

