

**RESOLUTION NO. 9975**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
FOUNTAIN VALLEY RELATING TO THE  
CLASSIFICATION AND COMPENSATION PLAN FOR  
FULL-TIME NON-REPRESENTED LIMITED-SERVICE  
AMBULANCE OPERATOR CLASSIFICATION.**

**WHEREAS**, The City of Fountain Valley ("City") has established the classification, compensation, and terms of employment of regular, permanent, full-time employees; and

**WHEREAS**, The City has not previously established the classification, compensation, and terms of employment of full-time non-represented limited-service employees; and

**WHEREAS**, The City acknowledges that Ambulance Operators play a critical role in advancing the health, safety, and overall wellness of the community by providing timely and ambulance services; and

**WHEREAS**, The City's contract currently in place to provide professional ambulance services will expire on November 30, 2026; and

**WHEREAS**, The City finds that a City-operated program providing professional ambulance services would result in cost savings and improved services; and

**WHEREAS**, The City adopted a City-operated program providing professional ambulance services ("City-operated Ambulance Operator Program") by City Council on September 25, 2025.

**WHEREAS**, The City desires to establish a new non-represented limited-service full-time employment classification of Ambulance Operator; and

**WHEREAS,** The City finds that a limited-service employment classification will allow the City to maintain adequate staffing while managing fiscal and personnel resources responsibly; and

**NOW, THEREFORE,** the City Council of the City of Fountain Valley does hereby **RESOLVE** to approve the wages, hours, terms and conditions of employment for the full-time non-represented limited-service classification as outlined in Section 3 as follows:

**Section 1. Creation of Classification.** The classification of Ambulance Operator is hereby created as a full-time non-sworn, non-represented limited-service classification and is added to the City's Classification and Compensation Plan.

**Section 2. Applicability.** The provisions of this resolution pertaining to classification, compensation, and terms of employment shall apply to any individual hired by the City as a full-time non-sworn non-represented limited-service Ambulance Operator employee, except as specifically provided to the contrary in other resolutions.

**Section 3. Classification and Compensation - Ambulance Operator**

- A. Pursuant to the provisions of Fountain Valley Municipal Code Section 2.52.030, the following classifications and corresponding hourly rates for full-time non-sworn, non-represented limited-service employees are hereby established:

<b>Code</b>	<b>Classification</b>	<b>Hourly Rate(s)</b>
A01	Ambulance Operator	\$18.500 - \$22.486

The City Council hereby grants the City Manager with the authority to establish hourly rates for limited-service employees as necessary.

- B. Employees in this classification shall be eligible for a step increase after completing twelve (12) months of continuous satisfactory full-time service consistent with the following salary schedule:

Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5
A01	Ambulance Operator	\$18.500	\$19.425	\$20.396	\$21.416	\$22.486

Any additional step increases shall be established by separate City Council action.

**Section 4. Reporting.** Employees in this classification shall report to the Fire Chief or designee.

**Section 5. Rules of Compensation.** Employees in these classifications are non-sworn, at-will, full-time, non-represented limited-service employees. They are not regular, competitive service employees and shall not acquire any rights, benefits, or property interests of such employees, including but not limited to paid holidays, vacation, or continued employment, except as expressly provided in this resolution or as required by state or federal law.

Employment in this classification is designated as limited-service based on duration and operational need, and not on hours worked or eligibility for benefits. Employees in this classification are appointed for a limited term not to exceed two (2) years in order to support the implementation and operation of the City-operated Ambulance Operator Program and do not occupy permanent competitive service positions. Except for those wages and benefits expressly provided in this Resolution or required by law, employees in this classification shall not acquire a property interest in continued employment.

**Section 6. Hours of Work.**

- A. Ambulance Operators shall work 24-hour rotating shifts that mirror the City's Fire Suppression schedule as assigned or scheduled by the Fire Chief or designee, in accordance with the operational needs of the City-

operated Ambulance Operator Program and subject to all federal, state, and local laws and regulations governing hours of work.

- B. Employees in this classification shall attend all hours necessary to successfully complete Academy and other trainings as required by the Fire Chief or designee.
- C. Employment in this classification is limited to a maximum of two (2) years. The Fire Chief or designee may authorize a single leave of absence if the employee is actively enrolled in a fire academy program or paramedic school. Any leave of absence authorized under this section shall be unpaid unless otherwise required by applicable law. Such leave shall not extend the maximum two-year term of employment established for this classification, unless otherwise required by law.
- D. A workweek for employees in this classification shall consist of forty (40) hours worked within a fixed and regularly recurring period of seven (7) consecutive days. The seven-day workweek shall begin at 7:30 a.m. on Saturday and end at 7:29 a.m. the following Saturday.
- E. Employees in this classification shall receive overtime compensation at the rate of one and one-half (1½) times their FLSA regular rate of pay for all hours worked in excess of forty (40) hours in a designated workweek. For the purposes of calculating overtime, only hours actually worked shall count as hours worked; any form of paid or unpaid leave, including but not limited to vacation, sick leave, or holiday leave, shall not be considered hours worked.

**Section 7. Uniforms and Equipment.** The City shall provide employees in this classification with uniforms and equipment, including personal protective

equipment, necessary to perform their duties, as determined by the Fire Chief or designee.

**Section 8. Paid Sick Leave.** Employees in this classification shall be entitled to accrue and use paid sick leave in accordance with the Healthy Workplace, Healthy Families Act of 2014 (California Labor Code sections 245 through 249) and any applicable federal, state, and local laws and regulations governing paid sick leave for City employees. The accrual rate, carryover limits, and usage caps for paid sick leave shall be as required by law or as may be established by City policy, whichever provides greater benefit to the employee.

**Section 9. Paid Vacation Leave.** Employees in this classification shall accrue vacation leave as follows:

- A. First Year of Service. During the first year of service, employees in this classification will earn 80 hours of vacation annually, accrued at 3.08 hours per pay period.
  
- B. Second Year of Service. During the second year of service, employees in this classification will earn 120 hours of vacation annually, accrued at 4.62 hours per pay period.

**Section 10. Health Benefits (Employee Insurance).**

- A. The City shall contribute the full cost of the lowest monthly employee-only premium toward health insurance. The City contribution shall only apply toward the health insurance premium of a health plan authorized by the City insurance provider. If an employee does not participate in the City's insurance plan, the contribution cannot be used for any other purposes, and they are not eligible for a cash-in-lieu amount.

- B. Should the Employee elect to purchase health insurance coverage at a higher cost than the lowest monthly employee-only premium, the full cost of the difference will be paid by the employee as a pre-taxable deduction from their paycheck. If the deduction exceeds their pay, the employee will be required to pay the difference to the City.

**Section 11. Retirement.** Employees in this classification shall be enrolled in the California Public Employees' Retirement System (CalPERS), subject to all applicable provisions of the City's contract with CalPERS and State law.

**Section 12. Avoidance of Inequities.** The City Manager is authorized to issue written administrative regulations designed to augment or clarify the provisions of this resolution.

**Section 13. Effective Date.** Except as otherwise specified to the contrary in this Resolution, all provisions shall be effective as of February 3, 2026; and

NOW, THEREFORE, the City Council of the City of Fountain Valley does hereby resolve to approve the classification and compensation for this classification.

Passed and adopted by the City Council of the City of Fountain Valley this 3<sup>rd</sup> day of February 2026.

Ayes:	Bui, Constantine, Grandis, Harper, Cunneen
Nays:	None
Absent:	None
Abstain:	None

  
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Rick Miller, City Clerk

  
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Jim Cunneen, Mayor

APPROVED AS TO FORM:



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Colin Burns, Attorney for the City