



RESOLUTION NO. 2026-008

RESOLUTION OF THE BOARD OF DIRECTORS OF THE MARIN WILDFIRE PREVENTION AUTHORITY (MARIN WILDFIRE) APPROVING AN ANNUAL COST OF LIVING ADJUSTMENT INCREASE FOR CURRENT MARIN WILDFIRE EMPLOYEES

WHEREAS, during the Marin Wildfire Board of Directors meeting of August 17, 2023, the Board adopted Resolution No. 23-012 approving an amendment to the Employee Compensation Policy and Plan (“Plan”); and

WHEREAS, the Plan includes provisions to facilitate and inform employee annual evaluations and authorizes the Executive Officer at his sole discretion, to provide merit increases for employees; and

WHEREAS, the amended Plan specifies that the Board of Directors may provide an annual Cost of Living Adjustment (“COLA”) of up to 3.5% to the employee’s base salary based on the Consumer Price Index, as reported in April of each year by the US Bureau of Labor Statistics (BLS), for Urban Wage Earners and Clerical Workers (CPI-W) for San Francisco – Oakland – Hayward, CA; and

WHEREAS, the BLS CPI-W for San Francisco – Oakland – Hayward, CA for April 2026 was 3.8% and accordingly, the Executive Officer recommends a 3.5% COLA increase for current Marin Wildfire employees for fiscal year 2026/27; and

WHEREAS, the Board finds that approval of a COLA for current Marin Wildfire employees is not a “project” under the California Environmental Quality Act, because it does not involve an activity that has the potential to cause a direct or reasonably foreseeable indirect physical change in the environment (Pub. Res. Code § 21065).

NOW THEREFORE, the Board of Directors of the Marin Wildfire does hereby resolve as follows:

SECTION 1. COST OF LIVING ADJUSTMENT FOR MARIN WILDFIRE

EMPLOYEES. Effective July 1, 2026, the following current positions shall receive a 3.5% COLA increase to their base salary for fiscal year 2026/27: Planning and Program Manager, Management Analyst, Grants Specialist, Vegetation Management Specialist and Senior Wildfire Wildfire Mitigation Specialist.

PASSED, APPROVED, AND ADOPTED this 16th day of July, 2026

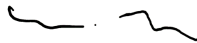
AYES: 15 **Molesworth (Bolinas), Stephen Burke (Mill Valley), Kertz (San Rafael), Rodoni (County of Marin), Donohue (Inverness), Evergettis**

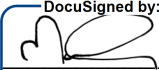
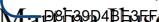
(Kentfield), Shea (Marinwood), Goines (Novato), Finn (Sleepy Hollow), Hilliard (Southern Marin), White (Stinson Beach), Cassisa (Corte Madera), Coler (Fairfax), McMillan (Ross)

NOES: 0

ABSENT: 3 Way (Larkspur), Murray (Muir Beach), Schlesinger (San Anselmo)

ABSTAIN: 0

Signed by:

Cathryn Hilliard, Board President

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Attest: 
Martina Fusorio, Management Analyst