

**RESOLUTION NO. 9976**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
FOUNTAIN VALLEY RELATING TO THE  
CLASSIFICATION AND COMPENSATION PLAN FOR  
PART-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 established the classification, compensation, and terms of employment of part-time employees by adoption of Resolution No. 9893, on the 18th day of July, 2023; and

**WHEREAS**, The City separately established the classification, compensation, and terms of employment of part-time non-represented limited-service Police Recruit, Firefighter Trainee, and Firefighter/Paramedic Trainee employees by adoption of Resolution No. 9894, on the 18th day of July, 2023; 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 professional emergency medical response 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 ambulance response services ("City-operated Ambulance Operator Program") by City Council September 25, 2025.

**WHEREAS,** the City desires to establish a new non-represented part-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 part-time non-represented limited-service Ambulance Operator classification as outlined in Section 3 as follows:

**Section 1. Creation of Classification.** The classification of Ambulance Operator is hereby created as a part-time 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 part-time non-represented limited-service Ambulance Operator employee, except as specifically provided to the contrary in other resolutions.

**Section 3. Classification and Compensation.** Pursuant to the provisions of Fountain Valley Municipal Code Section 2.52.030, the following classifications and corresponding hourly rates for part-time non-represented limited-service employees are hereby established:

Code	Classification	Hourly Rate(s)
T44	Ambulance Operator	\$18.500 - \$22.486

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

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

**Section 5. Rules of Compensation.**

- A. Employees in this classification are at-will, part-time non-represented limited-service employees and shall be exempt from the provisions of the competitive service for regular permanent employees, have no vested rights to their position, and serve at the pleasure of their employer. However, nothing in this Resolution is intended to waive or limit any rights or protections provided by federal or state law.
- B. Employees in this classification are not eligible for merit increases.

**Section 6. Hours of Work.**

- A. Employees in this classification shall work such hours as are 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 applicable federal, state, and local laws and regulations governing hours of work. Nothing in this Resolution shall be construed to guarantee a fixed schedule, a minimum number of hours, or a right to any specific shift assignment.
- 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. Employees in this classification may work up to a maximum of 999 hours in a fiscal year. The City Manager may authorize work in excess of 1,000 hours depending upon the needs of the City. If an employee exceeds 999 hours in a fiscal year, City's Human Resources Department will review applicable federal and state wage, hour, retirement and benefit laws and any legally required retirement or benefit enrollments shall be implemented based upon such review.
- 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.
- F. Employment in this classification is limited to a maximum of two (2) years.

**Section 7. Uniforms and Equipment.** The City shall provide employees in these classifications 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 Workplaces, 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. Retirement.** Part-time non-represented limited-service employees shall be enrolled in the Public Agency Retirement Services Alternate Retirement System Plan (PARS ARS). Employees shall contribute the full contribution of 7.5% of compensation, unless they qualify for CalPERS membership.

**Section 10. Avoidance of Inequities.** The City Manager is authorized to issue written administrative regulations designed to augment or clarify the provisions of this resolution.

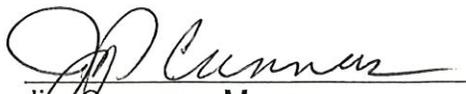
**Section 11. Effective Date.** Except as otherwise specified to the contrary in this Resolution, all provisions shall be effective as of February 3, 2026.

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