

ESPARTO FIRE PROTECTION DISTRICT
Effective 12/29/2024

Option 1: Increase Firefighter's Step A to Meet the January 1, 2025 State of California's Minimum Wage Increase

Board Approved:

53 Hours Per Week Positions																
Steps	Pay Rate	106 Hr reg. pay period	Monthly	Annual 2756 Hr.	OT Rate	AVERAGE Annual Overtime @ 38 hour per pay period	Annual With OT	Monthly with OT	Annual (w/OT) OASDI 6.2% of wages up to \$142,800	Annual (w/OT) Medicare 1.45% of gross wages	Annual (w/OT) Unemployment Ins 2.5% of the first \$7,000.00	CalPERS (No OT) 13.76% of total wages	1959 Survivor Benefit \$5.50/mo	Total Wages (incl OT) & Payroll Benefits	Medical Ins Estimate (\$500/mo)	Total Wages, Medical & Payroll Benefits
Firefighter																
A	\$16.50	\$1,749.00	\$3,789.50	\$45,474.00	\$24.75	\$24,453.00	\$69,927.00	\$5,827.25	N/A	\$1,013.94	\$175.00	\$6,257.22	\$66.00	\$77,439.16	\$6,000.00	\$83,439.16
% Increase	2.00%															
B	\$16.83	\$1,783.98	\$3,865.29	\$46,383.48	\$25.25	\$24,947.00	\$71,330.48	\$5,944.21	N/A	\$1,034.29	\$175.00	\$6,382.37	\$66.00	\$78,988.14	\$6,000.00	\$84,988.14
% Increase	2.00%															
C	\$17.17	\$1,820.02	\$3,943.38	\$47,320.52	\$25.76	\$25,450.88	\$72,771.40	\$6,064.28	N/A	\$1,055.19	\$175.00	\$6,511.30	\$66.00	\$80,578.89	\$6,000.00	\$86,578.89
% Increase	2.00%															
Engineer																
A	\$17.51	\$1,856.06	\$4,021.46	\$48,257.56	\$26.27	\$25,954.76	\$74,212.32	\$6,184.36	N/A	\$1,076.08	\$175.00	\$6,640.24	\$66.00	\$82,169.64	\$6,000.00	\$88,169.64
% Increase	2.00%															
B	\$17.86	\$1,893.16	\$4,101.85	\$49,222.16	\$26.79	\$26,468.52	\$75,690.68	\$6,307.56	N/A	\$1,097.51	\$175.00	\$6,772.97	\$66.00	\$83,802.16	\$6,000.00	\$89,802.16
% Increase	2.00%															
C	\$18.22	\$1,931.32	\$4,184.53	\$50,214.32	\$27.33	\$27,002.04	\$77,216.36	\$6,434.70	N/A	\$1,119.64	\$175.00	\$6,909.49	\$66.00	\$85,486.49	\$6,000.00	\$91,486.49
% Increase	2.00%															
Lieutenant																
A	\$18.58	\$1,969.48	\$4,267.21	\$51,206.48	\$27.87	\$27,535.56	\$78,742.04	\$6,561.84	N/A	\$1,141.76	\$175.00	\$7,046.01	\$66.00	\$87,170.81	\$6,000.00	\$93,170.81
% Increase	2.00%															
B	\$18.95	\$2,008.70	\$4,352.18	\$52,226.20	\$28.43	\$28,088.84	\$80,315.04	\$6,692.92	N/A	\$1,164.57	\$175.00	\$7,186.33	\$66.00	\$88,906.94	\$6,000.00	\$94,906.94
% Increase	2.00%															
C	\$19.33	\$2,048.98	\$4,439.46	\$53,273.48	\$29.00	\$28,652.00	\$81,925.48	\$6,827.12	N/A	\$1,187.92	\$175.00	\$7,330.43	\$66.00	\$90,684.83	\$6,000.00	\$96,684.83
% Increase	2.00%															
Captain																
A	\$19.72	\$2,090.32	\$4,529.03	\$54,348.32	\$29.58	\$29,225.04	\$83,573.36	\$6,964.45	N/A	\$1,211.81	\$175.00	\$7,478.33	\$66.00	\$92,504.50	\$6,000.00	\$98,504.50
% Increase	2.00%															
B	\$20.11	\$2,131.66	\$4,618.60	\$55,423.16	\$30.17	\$29,807.96	\$85,231.12	\$7,102.59	N/A	\$1,235.85	\$175.00	\$7,626.23	\$66.00	\$94,334.20	\$6,000.00	\$100,334.20
% Increase	2.00%															
C	\$20.51	\$2,174.06	\$4,710.46	\$56,525.56	\$30.77	\$30,400.76	\$86,926.32	\$7,243.86	N/A	\$1,260.43	\$175.00	\$7,777.92	\$66.00	\$96,205.67	\$6,000.00	\$102,205.67

ESPARTO FIRE PROTECTION DISTRICT
Effective 12/29/2024

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Board Approved:

Part-Time Non-Safety Position																	
Steps	Pay Rate	24 Hr reg. pay period	Monthly	Annual 700 Hr.	OT Rate	AVERAGE Annual Overtime N/A	Annual With OT	Monthly with OT	Annual (w/OT) OASDI 6.2% of wages up to \$142,800	Annual (w/OT) Medicare 1.45% of gross wages	Annual (w/OT) Unemployment Ins 2.5% of the first \$7,000.00	CalPERS (No OT) 13.76% of total wages	1959 Survivor Benefit \$5.50/mo	Total Wages (incl OT) & Payroll Benefits	Medical Ins N/A	Total Wages, Medical & Payroll Benefits	
Administrative Assistant																	
A	\$25.75	\$618.00	\$1,502.08	\$18,025.00	\$38.63	N/A	\$18,025.00	\$1,502.08	\$1,117.55	\$261.36	\$175.00	N/A	N/A	\$19,578.91	N/A	\$19,578.91	
% Increase	2%																
B	\$26.27	\$630.48	\$1,532.42	\$18,389.00	\$39.41	N/A	\$18,389.00	\$1,532.42	\$1,140.12	\$266.64	\$175.00	N/A	N/A	\$19,970.76	N/A	\$19,970.76	
% Increase	2%																
C	\$26.80	\$643.20	\$1,563.33	\$18,760.00	\$40.20	N/A	\$18,760.00	\$1,563.33	\$1,163.12	\$272.02	\$175.00	N/A	N/A	\$20,370.14	N/A	\$20,370.14	

*A new employee may be placed at a higher step placement based on qualifications.

****Step Increase Qualifications:**

Employees must have received an overall rating of Satisfactory or Higher on their annual evaluation for the prior year to be eligible for a step increase.

*****Rank Changes:**

1. Employees who promote to a Board approved open position for a new rank (job title) will be placed at the appropriate step based on qualifications.