ESPARTO FIRE PROTECTION DISTRICT

Effective 12/29/2024

Option 2: Increase All Salaries by the 3.125% Equivalent of January 1, 2025 State of California's Minimum Wage Increase

Board Approved:

Positions															
Pay Rate	106 Hr reg.	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
\$17.00	\$1,802.00	\$3,904.33	\$46,852.00	\$25.50	\$25,194.00	\$72,046.00	\$6,003.83	N/A	\$1,044.67	\$175.00	\$6,446.84	\$66.00	\$79,778.51	\$6,000.00	\$85,778.51
2.00%															
\$17.34	\$1,838.04	\$3,982.42	\$47,789.04	\$26.01	\$25,697.88	\$73,486.92	\$6,123.91	N/A	\$1,065.56	\$175.00	\$6,575.77	\$66.00	\$81,369.25	\$6,000.00	\$87,369.25
2.00%															
\$17.69	\$1,875.14	\$4,062.80	\$48,753.64	\$26.54	\$26,221.52	\$74,975.16	\$6,247.93	N/A	\$1,087.14	\$175.00	\$6,708.50	\$66.00	\$83,011.80	\$6,000.00	\$89,011.80
2.00%															
\$18.04	\$1,912.24	\$4,143.19	\$49,718.24	\$27.06	\$26,735.28	\$76,453.52	\$6,371.13	N/A	\$1,108.58	\$175.00	\$6,841.23	\$66.00	\$84,644.33	\$6,000.00	\$90,644.33
2.00%															
\$18.40	\$1,950.40	\$4,225.87	\$50,710.40	\$27.60	\$27,268.80	\$77,979.20	\$6,498.27	N/A	\$1,130.70	\$175.00	\$6,977.75	\$66.00	\$86,328.65	\$6,000.00	\$92,328.65
2.00%															
\$18.77	\$1,989.62	\$4,310.84	\$51,730.12	\$28.16	\$27,822.08	\$79,552.20	\$6,629.35	N/A	\$1,153.51	\$175.00	\$7,118.06	\$66.00	\$88,064.77	\$6,000.00	\$94,064.77
2.00%															
\$19.15	\$2,029.90	\$4,398.12	\$52,777.40	\$28.73	\$28,385.24	\$81,162.64	\$6,763.55	N/A	\$1,176.86	\$175.00	\$7,262.17	\$66.00	\$89,842.67	\$6,000.00	\$95,842.67
2.00%															
\$19.53	\$2,070.18	\$4,485.39	\$53,824.68	\$29.30	\$28,948.40	\$82,773.08	\$6,897.76	N/A	\$1,200.21	\$175.00	\$7,406.28	\$66.00	\$91,620.57	\$6,000.00	\$97,620.57
2.00%															
\$19.92	\$2,111.52	\$4,574.96	\$54,899.52	\$29.88	\$29,521.44	\$84,420.96	\$7,035.08	N/A	\$1,224.10	\$175.00	\$7,554.17	\$66.00	\$93,440.23	\$6,000.00	\$99,440.23
2.00%															
\$20.32	\$2,153.92	\$4,666.83	\$56,001.92	\$30.48	\$30,114.24	\$86,116.16	\$7,176.35	N/A	\$1,248.68	\$175.00	\$7,705.86	\$66.00	\$95,311.70	\$6,000.00	\$101,311.70
2.00%															
\$20.73	\$2,197.38	\$4,760.99	\$57,131.88	\$31.10	\$30,726.80	\$87,858.68	\$7,321.56	N/A	\$1,273.95	\$175.00	\$7,861.35	\$66.00	\$97,234.98	\$6,000.00	\$103,234.98
2.00%															
\$21.14	\$2,240.84	\$4,855.15	\$58,261.84	\$31.71	\$31,329.48	\$89,591.32	\$7,465.94	N/A	\$1,299.07	\$175.00	\$8,016.83	\$66.00	\$99,148.22	\$6,000.00	\$105,148.22
	\$17.00 2.00% \$17.34 2.00% \$17.69 2.00% \$18.04 2.00% \$18.40 2.00% \$19.15 2.00% \$19.53 2.00% \$20.32 2.00% \$20.73 2.00%	Pay Rate 106 Hr reg. pay period 2.00% \$17.34 \$1,838.04 2.00% \$17.69 \$1,875.14 2.00% \$18.40 \$1,912.24 2.00% \$18.40 \$1,950.40 2.00% \$18.77 \$1,989.62 2.00% \$19.53 \$2,070.18 2.00% \$19.92 \$2,111.52 2.00% \$20.73 \$2,197.38 2.00%	Pay Rate pay period Monthly \$17.00 \$1,802.00 \$3,904.33 2.00% \$17.34 \$1,838.04 \$3,982.42 2.00% \$17.69 \$1,875.14 \$4,062.80 2.00% \$18.04 \$1,912.24 \$4,143.19 2.00% \$18.40 \$1,950.40 \$4,225.87 2.00% \$18.77 \$1,989.62 \$4,310.84 2.00% \$19.15 \$2,029.90 \$4,398.12 2.00% \$19.53 \$2,070.18 \$4,485.39 2.00% \$19.92 \$2,111.52 \$4,574.96 2.00% \$20.32 \$2,153.92 \$4,666.83 2.00% \$20.73 \$2,197.38 \$4,760.99 2.00%	Pay Rate pay period Monthly 2756 Hr. \$17.00 \$1,802.00 \$3,904.33 \$46,852.00 2.00% \$17.34 \$1,838.04 \$3,982.42 \$47,789.04 2.00% \$17.69 \$1,875.14 \$4,062.80 \$48,753.64 2.00% \$18.04 \$1,912.24 \$4,143.19 \$49,718.24 2.00% \$18.40 \$1,950.40 \$4,225.87 \$50,710.40 2.00% \$18.77 \$1,989.62 \$4,310.84 \$51,730.12 2.00% \$19.15 \$2,029.90 \$4,398.12 \$52,777.40 2.00% \$19.53 \$2,070.18 \$4,485.39 \$53,824.68 2.00% \$19.92 \$2,111.52 \$4,574.96 \$54,899.52 2.00% \$20.32 \$2,153.92 \$4,666.83 \$56,001.92 2.00% \$20.73 \$2,197.38 \$4,760.99 \$57,131.88 2.00%	Pay Rate pay period Monthly 2756 Hr. Rate \$17.00 \$1,802.00 \$3,904.33 \$46,852.00 \$25.50 2.00% \$17.34 \$1,838.04 \$3,982.42 \$47,789.04 \$26.01 2.00% \$17.69 \$1,875.14 \$4,062.80 \$48,753.64 \$26.54 2.00% \$18.04 \$1,912.24 \$4,143.19 \$49,718.24 \$27.06 2.00% \$18.40 \$1,950.40 \$4,225.87 \$50,710.40 \$27.60 2.00% \$18.77 \$1,989.62 \$4,310.84 \$51,730.12 \$28.16 2.00% \$19.15 \$2,029.90 \$4,398.12 \$52,777.40 \$28.73 2.00% \$19.53 \$2,070.18 \$4,485.39 \$53,824.68 \$29.30 2.00% \$19.92 \$2,111.52 \$4,574.96 \$54,899.52 \$29.88 2.00% \$20.32 \$2,153.92 \$4,666.83 \$56,001.92 \$30.48 2.00% \$20.73 \$2,197.38 \$4,760.99 \$57,131.88 \$31.10 2.00%	Pay 106 Hr reg. pay period Monthly 2756 Hr. Rate Dvertime @ 38 hour per pay period S1,802.00 \$3,904.33 \$46,852.00 \$25.50 \$25,194.00 \$17.34 \$1,838.04 \$3,982.42 \$47,789.04 \$26.01 \$25,697.88 \$2.00% \$17.69 \$1,875.14 \$4,062.80 \$48,753.64 \$26.54 \$26,221.52 \$2.00% \$18.04 \$1,912.24 \$4,143.19 \$49,718.24 \$27.06 \$26,735.28 \$2.00% \$18.40 \$1,950.40 \$4,225.87 \$50,710.40 \$27.60 \$27,268.80 \$2.00% \$18.77 \$1,989.62 \$4,310.84 \$51,730.12 \$28.16 \$27,822.08 \$19.15 \$2,029.90 \$4,398.12 \$52,777.40 \$28.73 \$28,385.24 \$2.00% \$19.53 \$2,070.18 \$4,485.39 \$53,824.68 \$29.30 \$28,948.40 \$2.00% \$19.92 \$2,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$2.00% \$20.32 \$2,153.92 \$4,666.83 \$56,001.92 \$30.48 \$30,114.24 \$2.00% \$20.73 \$2,197.38 \$4,760.99 \$57,131.88 \$31.10 \$30,726.80 \$2.00%	Pay 106 Hr reg. Annual OT Rate Pay period Monthly 2756 Hr. Rate Pay period With OT \$17.00 \$1,802.00 \$3,904.33 \$46,852.00 \$25.50 \$25,194.00 \$72,046.00 \$2.00% \$17.34 \$1,838.04 \$3,982.42 \$47,789.04 \$26.01 \$25,697.88 \$73,486.92 \$2.00% \$17.69 \$1,875.14 \$4,062.80 \$48,753.64 \$26.54 \$26,221.52 \$74,975.16 \$2.00% \$18.04 \$1,912.24 \$4,143.19 \$49,718.24 \$27.06 \$26,735.28 \$76,453.52 \$2.00% \$18.40 \$1,950.40 \$4,225.87 \$50,710.40 \$27.60 \$27,268.80 \$77,979.20 \$2.00% \$18.77 \$1,989.62 \$4,310.84 \$51,730.12 \$28.16 \$27,822.08 \$79,552.20 \$19.53 \$2,00% \$19.53 \$2,070.18 \$4,485.39 \$53,824.68 \$29.30 \$28,948.40 \$82,773.08 \$2.00% \$19.92 \$2,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$2.00% \$20.73 \$2,197.38 \$4,666.83 \$56,001.92 \$30.48 \$30,114.24 \$86,116.16 \$2.00% \$20.73 \$2,197.38 \$4,760.99 \$57,131.88 \$31.10 \$30,726.80 \$87,858.68 \$2.00%	Pay Rate 106 Hr reg. Rate 2756 Hr. Rate 2756	Annual Overtime @ Annual (w/OTI) OASDI 6.2% Pay Rate pay period Monthly 2756 Hr. Rate Pay period With OT with OT to \$142,800 \$17.00 \$1,802.00 \$3,904.33 \$46,852.00 \$25.50 \$25,194.00 \$72,046.00 \$6,003.83 N/A 2.00% \$17.34 \$1,838.04 \$3,982.42 \$47,789.04 \$26.01 \$25,697.88 \$73,486.92 \$6,123.91 N/A 2.00% \$17.69 \$1,875.14 \$4,062.80 \$48,753.64 \$26.54 \$26,221.52 \$74,975.16 \$6,247.93 N/A 2.00% \$18.04 \$1,912.24 \$4,143.19 \$49,718.24 \$27.06 \$26,735.28 \$76,453.52 \$6,371.13 N/A 2.00% \$18.40 \$1,950.40 \$4,225.87 \$50,710.40 \$27.60 \$27,268.80 \$77,979.20 \$6,498.27 N/A 2.00% \$18.77 \$1,989.62 \$4,310.84 \$51,730.12 \$28.16 \$27,822.08 \$79,552.20 \$6,629.35 N/A 2.00% \$19.53 \$2,070.18 \$4,485.39 \$53,824.68 \$29.30 \$28,948.40 \$82,773.08 \$6,897.76 N/A 2.00% \$19.92 \$2,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A 2.00% \$20.32 \$2,153.92 \$4,666.83 \$56,001.92 \$30.48 \$30,114.24 \$86,116.16 \$7,176.35 N/A 2.00% \$20.73 \$2,197.38 \$4,760.99 \$57,131.88 \$31.10 \$30,726.80 \$87,858.68 \$7,321.56 N/A 2.00%	Annual (w/OT) Medicare Annual (w/OT) Modified	Annual (w/OT) Medicare Annual (w/OT) Modelizare Pay period Pay pe	Pay 106 Hr reg. Rate pay period Monthly 2756 Hr. Rate Pay period With OT With OT With OT Chapter (No. OT) Ch	Pay 106 Hr reg. Annual OT 2756 Hr. Rate pay period Monthly 2756 Hr. Rate pay period With OT with OT Mith O	Annual (w/OT) Pay 106 Hr reg. Rate 106 Hr reg. Rate 107 S1,802.00 \$3,904.33 \$46,852.00 \$25.50 \$25.194.00 \$72,046.00 \$6,003.83 N/A \$1,044.67 \$175.00 \$6,446.84 \$66.00 \$79,778.51 \$17.34 \$1,838.04 \$3,982.42 \$47,789.04 \$26.01 \$25,697.88 \$73,486.92 \$6,247.93 N/A \$1,065.56 \$175.00 \$6,787.77 \$66.00 \$83,011.80 \$1.80 \$1,952.40 \$4.443.19 \$49,718.24 \$27.06 \$26,221.52 \$74,975.16 \$6,247.93 N/A \$1,108.58 \$175.00 \$6,841.23 \$66.00 \$83,011.80 \$18.00 \$1,952.40 \$4,143.19 \$49,718.24 \$27.06 \$27,268.80 \$77,979.20 \$6,498.27 N/A \$1,153.51 \$175.00 \$6,841.23 \$66.00 \$88,044.77 \$19.50 \$86,000 \$88,044.77 \$19.50 \$1.959.90 \$4,398.12 \$52,777.40 \$28.73 \$28,385.24 \$81,162.64 \$6,763.55 N/A \$1,176.86 \$175.00 \$7,262.17 \$66.00 \$89,842.67 \$19.53 \$2,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A \$1,248.68 \$175.00 \$7,755.86 \$66.00 \$93,440.23 \$20.0% \$19.53 \$2,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A \$1,248.68 \$175.00 \$7,755.86 \$66.00 \$93,440.23 \$20.0% \$19.53 \$2,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A \$1,248.68 \$175.00 \$7,755.86 \$60.00 \$93,440.23 \$20.0% \$19.53 \$2,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A \$1,248.68 \$175.00 \$7,755.86 \$66.00 \$93,440.23 \$20.0% \$22,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A \$1,248.68 \$175.00 \$7,705.86 \$66.00 \$93,440.23 \$20.0% \$22,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A \$1,248.68 \$175.00 \$7,705.86 \$66.00 \$93,440.23 \$20.0% \$20.0% \$22,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A \$1,248.68 \$175.00 \$7,705.86 \$66.00 \$93,440.23 \$20.0% \$22,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A \$1,248.68 \$175.00 \$7,705.86 \$66.00 \$93,440.23 \$20.0% \$20.0% \$22,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A \$1,248.68 \$175.00 \$7,705.86 \$66.00 \$93,440.23 \$20.0% \$20.0% \$20.0% \$22,111.52 \$4,574.96 \$54,899.52 \$29.88 \$29,521.44 \$84,420.96 \$7,035.08 N/A \$1,248.68 \$175.00 \$7,705.86 \$66.00 \$93,440.23 \$20.0% \$20.	Average Annual (w/OT) (

ESPARTO FIRE PROTECTION DISTRICT

Effective 12/29/2024

Option 2: Increase All Salaries by the 3.125% Equivalent of January 1, 2025 State of California's Minimum Wage Increase

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	Unemployment Ins 2.5% of the	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																
Α	\$26.55	\$637.20	\$1,548.75	\$18,585.00	\$39.83	N/A	\$18,585.00	\$1,548.75	\$1,152.27	\$269.48	\$175.00	N/A	N/A	\$20,181.75	N/A	\$20,181.75
% Increase	2%															
В	\$27.08	\$649.92	\$1,579.67	\$18,956.00	\$40.62	N/A	\$18,956.00	\$1,579.67	\$1,175.27	\$274.86	\$175.00	N/A	N/A	\$20,581.13	N/A	\$20,581.13
% Increase	2%															
С	\$27.62	\$662.88	\$1,611.17	\$19,334.00	\$41.43	N/A	\$19,334.00	\$1,611.17	\$1,198.71	\$280.34	\$175.00	N/A	N/A	\$20,988.05	N/A	\$20,988.05

^{*}A new employee may be placed at a higher step placement based on 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.

^{**}Step Increase Qualifications:

^{***}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.

ESPARTO FIRE PROTECTION DISTRICT Fire Chief's Salary

Effective 12/29/2024 Board Approved:

	Annual	Percentage	Increase
	Salary	Increase	Amount
Current Salary	\$79,061.00		
Compensation Catch-Up			
(Increase approved 12/31/2023 for firefighers due to minimum wage increase)	\$81,536.00	3.13%	\$2,475.00
Budget Committee Recommended Salary for 2024-25 (Approved 6/13/2024)	\$88,059.00	8.00%	\$6,523.00
12/29/2024 Increase 3.125% Salary Changes Based on 1/1/2025 California State			
Minimum Wage Increase	\$90,810.84	3.125%	\$2,751.84