

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:

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	\$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
% Increase	2.00%															
B	\$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
% Increase	2.00%															
C	\$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
% Increase	2.00%															
Engineer																
A	\$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
% Increase	2.00%															
B	\$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
% Increase	2.00%															
C	\$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
% Increase	2.00%															
Lieutenant																
A	\$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
% Increase	2.00%															
B	\$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
% Increase	2.00%															
C	\$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
% Increase	2.00%															
Captain																
A	\$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
% Increase	2.00%															
B	\$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
% Increase	2.00%															
C	\$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
% Increase	2.00%															

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	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	\$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%															
B	\$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%															
C	\$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.

****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.

ESPARTO FIRE PROTECTION DISTRICT

Fire Chief's Salary

Effective 12/29/2024

Board Approved:

	Annual Salary	Percentage Increase	Increase Amount
Current Salary	\$79,061.00		
Compensation Catch-Up <i>(Increase approved 12/31/2023 for firefighters due to minimum wage increase)</i>	\$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