

Organizational Salary Structure
As of April 23, 2018

| UNREPRESENTED EMPLOYEES | | | | | | | | | |
|------------------------------|----------|-----------|----------|-------------|--------------|---------|----------|-----------|--|
| POSITION | Base | Base | EPMC* | EPMC* | Total | Base | Base 1.5 | Longevity | |
| | Monthly | Annually | Monthly | Annually | Annual | Hourly | HOURLY | > 10 Yrs | |
| FIRE CHIEF | \$15,833 | \$190,000 | | | \$190,000.00 | \$91.35 | | 2.50% | |
| EMS CHIEF | \$11,459 | \$137,508 | \$916.72 | \$11,000.64 | \$148,508.64 | \$71.40 | | 2.50% | |
| DIRECTOR OF BUS SERVICES | \$10,525 | \$126,300 | | | \$126,300.00 | \$60.72 | | 2.50% | |
| ADMINISTRATIVE ASST - Melton | \$4,435 | \$53,220 | \$354.80 | \$4,257.60 | \$57,477.60 | \$25.59 | \$31.56 | 2.50% | |
| ADMINISTRATIVE ASST Livanos | \$4,023 | \$48,276 | | | \$48,276.00 | \$23.21 | \$31.56 | 2.50% | |
| FIRE INSPECTOR | \$6,845 | \$82,140 | | | \$82,140.00 | \$39.49 | \$31.56 | 2.50% | |
| FIRE PREV - LE100 INSPECTOR | | | | | | \$35.00 | \$52.50 | | |

*Employer Paid Member Contribution (EPMC) is the employee's CalPERS retirement contribution paid by the employer and reported as compensation. Incumbents in the position of EMS Chief and Administrative Assistant are Classic CalPERS Members, PEPRAs members are not eligible for EPMC.

| Chief Officers' Association "Exhibit "A" Salary Schedule | | | | | | | | |
|--|--------------|---------------|------------|-------------|-------------|-----------------|--------------------|--|
| CY 2018 POSITION | Base Monthly | Base Annually | EP Monthly | EP Annually | Base Hourly | Base 1.5 HOURLY | Longevity > 10 Yrs | |
| DIVISION CHIEF III | \$14,394 | \$172,728 | \$346.68 | \$4,160.16 | \$83.04 | \$124.56 | 2.50% | |
| II | \$14,053 | \$168,636 | \$346.68 | \$4,160.16 | \$81.08 | \$121.61 | 2.50% | |
| I | \$13,707 | \$164,484 | \$346.68 | \$4,160.16 | \$79.08 | \$118.62 | 2.50% | |

| CY 2018 POSITION | All Members Receive Base and Holiday Pay (or Holiday Leave) | | | | Members must meet certain eligibility requirements or be assigned to certain specialites in order to receive the pay listed below. | | | | | | | |
|-----------------------------|---|---------------|-----------------|------------------|--|-------------|--------------|---------------|----------------|-----------------|--------------------|--|
| | Base Monthly | Base Annually | Holiday Monthly | Holiday Annually | EP Monthly | EP Annually | ARRT Monthly | ARRT Annually | HazMat Monthly | HazMat Annually | Longevity > 10 Yrs | |
| CAPTAIN III | \$10,396 | \$124,752 | \$1,088.88 | \$13,066.56 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$519.80 | \$6,237.60 | 2.50% | |
| II | \$10,151 | \$121,812 | \$1,063.40 | \$12,760.80 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$507.55 | \$6,090.60 | 2.50% | |
| I | \$9,906 | \$118,872 | \$1,037.66 | \$12,451.92 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$495.30 | \$5,943.60 | 2.50% | |
| FIREFIGHTER / PARAMEDIC III | \$9,287 | \$111,444 | \$972.92 | \$11,675.04 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$464.35 | \$5,572.20 | 2.50% | |
| II | \$9,069 | \$108,828 | \$950.04 | \$11,400.48 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$453.45 | \$5,441.40 | 2.50% | |
| I | \$8,840 | \$106,080 | \$926.12 | \$11,113.44 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$442.00 | \$5,304.00 | 2.50% | |
| PROBATIONARY | \$7,517 | \$90,204 | \$787.54 | \$9,450.48 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$375.85 | \$4,510.20 | 2.50% | |
| FIREFIGHTER III | \$8,679 | \$104,148 | \$909.22 | \$10,910.64 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$433.95 | \$5,207.40 | 2.50% | |
| II | \$8,472 | \$101,664 | \$887.38 | \$10,648.56 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$423.60 | \$5,083.20 | 2.50% | |
| I | \$8,266 | \$99,192 | \$865.80 | \$10,389.60 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$413.30 | \$4,959.60 | 2.50% | |
| PROBATIONARY | \$7,030 | \$84,360 | \$736.32 | \$8,835.84 | \$353.60 | \$4,243.20 | \$442.00 | \$5,304.00 | \$351.50 | \$4,218.00 | 2.50% | |

| PER DIEM STRUCTURE: | Hourly Regular | Hourly 1.5 | Shift-Regular | Shift 1.5 |
|--------------------------------|---|------------|---------------|-----------|
| ACT'G CAPT - FF | \$5.04 | \$7.56 | \$121.02 | \$181.53 |
| ACT'G CAPT - FF/PM | \$2.54 | \$3.82 | \$61.05 | \$91.58 |
| CAPT - DUTY CHIEF COVERAGE | | | | |
| Hazardous Materials Technician | 5% Base pay | | | |
| Aquatics Rescue Response Team | 5% Firefighter/Paramedic I Base Pay | | | |
| Education Pay | Max 4% Firefighter/Paramedic I Base Pay | | | |