

**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	HOUR	> 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 HOUR	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%	

Exhibit "A" Aptos/La Selva Firefighter Local 3535 MOU 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	\$1,110.66	\$13,327.89	\$353.60	\$4,243.20	\$442.00	\$5,304.00	\$519.80	\$6,237.60	2.50%	
II	\$10,151	\$121,812	\$1,084.67	\$13,016.02	\$353.60	\$4,243.20	\$442.00	\$5,304.00	\$507.55	\$6,090.60	2.50%	
I	\$9,906	\$118,872	\$1,058.41	\$12,700.96	\$353.60	\$4,243.20	\$442.00	\$5,304.00	\$495.30	\$5,943.60	2.50%	
FIREFIGHTER / PARAMEDIC III	\$9,287	\$111,444	\$992.38	\$11,908.54	\$353.60	\$4,243.20	\$442.00	\$5,304.00	\$464.35	\$5,572.20	2.50%	
II	\$9,069	\$108,828	\$969.04	\$11,628.49	\$353.60	\$4,243.20	\$442.00	\$5,304.00	\$453.45	\$5,441.40	2.50%	
I	\$8,840	\$106,080	\$944.64	\$11,335.71	\$353.60	\$4,243.20	\$442.00	\$5,304.00	\$442.00	\$5,304.00	2.50%	
PROBATIONARY	\$7,517	\$90,204	\$803.29	\$9,639.49	\$353.60	\$4,243.20	\$442.00	\$5,304.00	\$375.85	\$4,510.20	2.50%	
FIREFIGHTER III	\$8,679	\$104,148	\$927.40	\$11,128.85	\$353.60	\$4,243.20	\$442.00	\$5,304.00	\$433.95	\$5,207.40	2.50%	
II	\$8,472	\$101,664	\$905.13	\$10,861.53	\$353.60	\$4,243.20	\$442.00	\$5,304.00	\$423.60	\$5,083.20	2.50%	
I	\$8,266	\$99,192	\$883.12	\$10,597.39	\$353.60	\$4,243.20	\$442.00	\$5,304.00	\$413.30	\$4,959.60	2.50%	
PROBATIONARY	\$7,030	\$84,360	\$751.05	\$9,012.56	\$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			