



**Lakeside Fire Protection District
Resolution No. 18-010
Appendix - A**



| NON-EXEMPT - SAFETY EMPLOYEES - EMT (NON-MEDICS) | | | | Effective Date: July 1, 2017 | | | | Revised Date: January 1, 2018 | | | |
|--|----------------------|-----------------|-----------------|------------------------------|--------|-----------|---------|-------------------------------|--------------------------|--------------------|---|
| Position | Position Type | Bi-Weekly Hours | Rate Level | Base Hourly Rate | Weekly | Bi-Weekly | Monthly | Base Annual Pay | Annual Uniform Allowance | Annual Holiday Pay | Total Annual Pay (Exclude FLSA Premium) |
| Captain/ EMT | EMT | 112 | Base Rate | 31.49 | 1,763 | 3,527 | 7,642 | 91,699 | 1,000 | 3,401 | 96,100 |
| | | | Education(2.5%) | 32.28 | 1,808 | 3,616 | 7,834 | 94,005 | 1,000 | 3,486 | 98,491 |
| | | | Education(5%) | 33.06 | 1,852 | 3,703 | 8,023 | 96,279 | 1,000 | 3,571 | 100,850 |
| Engineer/ EMT | EMT | 112 | Base Rate | 26.24 | 1,469 | 2,938 | 6,367 | 76,400 | 1,000 | 2,834 | 80,234 |
| | | | Education(2.5%) | 26.89 | 1,506 | 3,012 | 6,525 | 78,301 | 1,000 | 2,904 | 82,205 |
| | | | Education(5%) | 27.55 | 1,543 | 3,086 | 6,686 | 80,233 | 1,000 | 2,976 | 84,209 |
| Firefighter/ EMT | EMT | 112 | Base Rate | 22.81 | 1,277 | 2,555 | 5,536 | 66,430 | 1,000 | 2,464 | 69,893 |
| | | | Education(2.5%) | 23.38 | 1,309 | 2,619 | 5,673 | 68,081 | 1,000 | 2,525 | 71,606 |
| | | | Education(5%) | 23.96 | 1,342 | 2,683 | 5,814 | 69,764 | 1,000 | 2,587 | 73,351 |
| Captain/ EMT | EMT/Modified Duty | 80 | Base Rate | 44.08 | 1,763 | 3,526 | 7,640 | 91,678 | 1,000 | 3,401 | 96,079 |
| | | | Education(2.5%) | 45.20 | 1,808 | 3,616 | 7,835 | 94,026 | 1,000 | 3,486 | 98,512 |
| | | | Education(5%) | 46.29 | 1,852 | 3,703 | 8,023 | 96,279 | 1,000 | 3,571 | 100,850 |
| Engineer/ EMT | EMT/Modified Duty | 80 | Base Rate | 36.73 | 1,469 | 2,938 | 6,367 | 76,400 | 1,000 | 2,834 | 80,234 |
| | | | Education(2.5%) | 37.64 | 1,506 | 3,012 | 6,525 | 78,301 | 1,000 | 2,904 | 82,205 |
| | | | Education(5%) | 38.57 | 1,543 | 3,086 | 6,686 | 80,233 | 1,000 | 2,976 | 84,209 |
| Firefighter/ EMT | EMT/Modified Duty | 80 | Base Rate | 31.94 | 1,277 | 2,555 | 5,536 | 66,430 | 1,000 | 2,464 | 69,893 |
| | | | Education(2.5%) | 32.73 | 1,309 | 2,619 | 5,673 | 68,081 | 1,000 | 2,525 | 71,606 |
| | | | Education(5%) | 33.54 | 1,342 | 2,683 | 5,814 | 69,764 | 1,000 | 2,587 | 73,351 |

** Some employees will have a different Weighted Average and FLSA Premium rate if they are receiving Cash-In-Lieu of medical benefits.*



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| NON-EXEMPT - SAFETY EMPLOYEES - PARAMEDICS | | | | <i>Effective Date: January 1, 2018</i> | | | | | <i>Revised Date: January 1, 2018</i> | | | | |
|---|----------------------------|-----------------|--------------------|--|------------------|--------|-----------|---------|--------------------------------------|----------------------------|--------------------------|--------------------|--|
| Position | Position Type | Bi-Weekly Hours | Steps | Rate Level | Base Hourly Rate | Weekly | Bi-Weekly | Monthly | Base Annual Pay | Annual Paramedic Incentive | Annual Uniform Allowance | Annual Holiday Pay | Total Annual Pay (<i>Exclude FLSA Premium</i>) |
| Captain/ Paramedic | Paramedic | 112 | | Base Rate | 31.49 | 1,763 | 3,527 | 7,642 | 91,699 | 1,000 | 1,000 | 3,401 | 97,100 |
| | | | | Education(2.5%) | 32.28 | 1,808 | 3,616 | 7,834 | 94,005 | 1,000 | 1,000 | 3,486 | 99,491 |
| | | | | Education(5%) | 33.06 | 1,852 | 3,703 | 8,023 | 96,279 | 1,000 | 1,000 | 3,571 | 101,850 |
| Engineer/ Paramedic | Paramedic | 112 | | Base Rate | 26.24 | 1,469 | 2,938 | 6,367 | 76,400 | 1,000 | 1,000 | 2,834 | 81,234 |
| | | | | Education(2.5%) | 26.89 | 1,506 | 3,012 | 6,525 | 78,301 | 1,000 | 1,000 | 2,904 | 83,205 |
| | | | | Education(5%) | 27.55 | 1,543 | 3,086 | 6,686 | 80,233 | 1,000 | 1,000 | 2,976 | 85,209 |
| Firefighter/ Paramedic | Paramedic | 112 | Step E (Top) | Base Rate | 26.24 | 1,469 | 2,938 | 6,367 | 76,400 | 1,000 | 1,000 | 2,834 | 81,234 |
| | | | | Education(2.5%) | 26.89 | 1,506 | 3,012 | 6,525 | 78,301 | 1,000 | 1,000 | 2,904 | 83,205 |
| | | | | Education(5%) | 27.55 | 1,543 | 3,086 | 6,686 | 80,233 | 1,000 | 1,000 | 2,976 | 85,209 |
| Firefighter/ Paramedic | Paramedic | 112 | Step D | Base Rate | 24.67 | 1,382 | 2,764 | 5,988 | 71,851 | 1,000 | 1,000 | 2,665 | 76,516 |
| | | | | Education(2.5%) | 25.29 | 1,417 | 2,833 | 6,138 | 73,658 | 1,000 | 1,000 | 2,732 | 78,390 |
| | | | | Education(5%) | 25.90 | 1,451 | 2,901 | 6,286 | 75,434 | 1,000 | 1,000 | 2,798 | 80,232 |
| Firefighter/ Paramedic | Paramedic | 112 | Step C | Base Rate | 23.43 | 1,312 | 2,624 | 5,686 | 68,237 | 1,000 | 1,000 | 2,531 | 72,768 |
| | | | | Education(2.5%) | 24.02 | 1,345 | 2,690 | 5,829 | 69,951 | 1,000 | 1,000 | 2,594 | 74,545 |
| | | | | Education(5%) | 24.61 | 1,378 | 2,756 | 5,972 | 71,664 | 1,000 | 1,000 | 2,658 | 76,322 |
| Firefighter/ Paramedic | Paramedic | 112 | Step B | Base Rate | | 0 | 0 | 0 | 0 | 1,000 | 1,000 | 0 | 2,000 |
| | | | | Education(2.5%) | 22.34 | 1,251 | 2,502 | 5,422 | 65,059 | 1,000 | 1,000 | 2,413 | 69,472 |
| | | | | Education(5%) | 22.89 | 1,282 | 2,563 | 5,554 | 66,648 | 1,000 | 1,000 | 2,472 | 71,120 |
| Firefighter/ Paramedic | Paramedic | 112 | Step A (Probation) | Base Rate | 20.50 | 1,148 | 2,296 | 4,975 | 59,699 | 1,000 | 1,000 | 2,214 | 63,914 |
| | | | | Education(2.5%) | 21.01 | 1,177 | 2,354 | 5,100 | 61,195 | 1,000 | 1,000 | 2,270 | 65,465 |
| | | | | Education(5%) | 21.53 | 1,206 | 2,411 | 5,224 | 62,691 | 1,000 | 1,000 | 2,325 | 67,016 |
| Administrative Captain /Paramedic ** | Paramedic/Staff Assignment | 80 | | Base Rate | 48.49 | 1,940 | 3,880 | 8,406 | 100,869 | | 1,000 | | 101,869 |
| | | | | Education(2.5%) | 49.71 | 1,988 | 3,977 | 8,616 | 103,391 | | 1,000 | | 104,391 |
| | | | | Education(5%) | 50.92 | 2,037 | 4,074 | 8,826 | 105,913 | | 1,000 | | 106,913 |



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| NON-EXEMPT - SAFETY EMPLOYEES - PARAMEDICS | | | | <i>Effective Date: January 1, 2018</i> | | | | | <i>Revised Date: January 1, 2018</i> | | | | |
|---|-----------------------------|-----------------|-----------------------|--|------------------|--------|-----------|---------|--------------------------------------|----------------------------|--------------------------|--------------------|--|
| Position | Position Type | Bi-Weekly Hours | Steps | Rate Level | Base Hourly Rate | Weekly | Bi-Weekly | Monthly | Base Annual Pay | Annual Paramedic Incentive | Annual Uniform Allowance | Annual Holiday Pay | Total Annual Pay (<i>Exclude FLSA Premium</i>) |
| Captain/ Paramedic | Paramedic /Modified Duty | 80 | | Base Rate | 44.08 | 1,763 | 3,526 | 7,640 | 91,678 | 1,000 | 1,000 | 3,401 | 97,079 |
| | | | | Education(2.5%) | 45.20 | 1,808 | 3,616 | 7,835 | 94,026 | 1,000 | 1,000 | 3,486 | 99,512 |
| | | | | Education(5%) | 46.29 | 1,852 | 3,703 | 8,023 | 96,279 | 1,000 | 1,000 | 3,571 | 101,850 |
| Engineer/ Paramedic | Paramedic /Modified Duty | 80 | | Base Rate | 36.73 | 1,469 | 2,938 | 6,367 | 76,400 | 1,000 | 1,000 | 2,834 | 81,234 |
| | | | | Education(2.5%) | 37.64 | 1,506 | 3,012 | 6,525 | 78,301 | 1,000 | 1,000 | 2,904 | 83,205 |
| | | | | Education(5%) | 38.57 | 1,543 | 3,086 | 6,686 | 80,233 | 1,000 | 1,000 | 2,976 | 85,209 |
| Firefighter/ Paramedic | Paramedic /Modified Duty | 80 | Step E (Top) | Base Rate | 36.73 | 1,469 | 2,938 | 6,367 | 76,400 | 1,000 | 1,000 | 2,834 | 81,234 |
| | | | | Education(2.5%) | 37.64 | 1,506 | 3,012 | 6,525 | 78,301 | 1,000 | 1,000 | 2,904 | 83,205 |
| | | | | Education(5%) | 38.57 | 1,543 | 3,086 | 6,686 | 80,233 | 1,000 | 1,000 | 2,976 | 85,209 |
| Firefighter/ Paramedic | Paramedic /Modified Duty | 80 | Step D | Base Rate | 34.54 | 1,382 | 2,764 | 5,988 | 71,851 | 1,000 | 1,000 | 2,665 | 76,516 |
| | | | | Education(2.5%) | 35.42 | 1,417 | 2,834 | 6,140 | 73,679 | 1,000 | 1,000 | 2,732 | 78,411 |
| | | | | Education(5%) | 36.26 | 1,450 | 2,901 | 6,284 | 75,414 | 1,000 | 1,000 | 2,798 | 80,211 |
| Firefighter/ Paramedic | Paramedic /Modified Duty | 80 | Step C | Base Rate | 32.81 | 1,312 | 2,624 | 5,686 | 68,237 | 1,000 | 1,000 | 2,531 | 72,768 |
| | | | | Education(2.5%) | 33.63 | 1,345 | 2,690 | 5,829 | 69,951 | 1,000 | 1,000 | 2,594 | 74,545 |
| | | | | Education(5%) | 34.45 | 1,378 | 2,756 | 5,972 | 71,664 | 1,000 | 1,000 | 2,658 | 76,322 |
| Firefighter/ Paramedic | Paramedic /Modified Duty | 80 | Step B | Base Rate | 0.01 | 0 | 1 | 2 | 21 | 1,000 | 1,000 | 0 | 2,021 |
| | | | | Education(2.5%) | 31.28 | 1,251 | 2,502 | 5,422 | 65,059 | 1,000 | 1,000 | 2,413 | 69,472 |
| | | | | Education(5%) | 32.05 | 1,282 | 2,564 | 5,556 | 66,669 | 1,000 | 1,000 | 2,472 | 71,140 |
| Firefighter/ Paramedic (Probation) | Paramedic /Modified Duty | 80 | Step A (Probation) | Base Rate | 28.70 | 1,148 | 2,296 | 4,975 | 59,699 | 1,000 | 1,000 | 2,214 | 63,914 |
| | | | | Education(2.5%) | 29.42 | 1,177 | 2,354 | 5,100 | 61,195 | 1,000 | 1,000 | 2,270 | 65,465 |
| | | | | Education(5%) | 30.14 | 1,206 | 2,411 | 5,224 | 62,691 | 1,000 | 1,000 | 2,325 | 67,016 |

** Some employees will have a different Weighted Average and FLSA Premium rate if they are receiving Cash-In-Lieu of medical benefit.*

*** Adminstrative Captain/Paramedic rate is 10% over the Base Hourly Captain Rate*



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| NON-EXEMPT - GENERAL SERVICES GROUP | | | <i>Effective Date: July 1, 2017</i> | | | | <i>Revised Date: January 1, 2018</i> | | | |
|---|---------------|-----------------|-------------------------------------|-----------------|------------------|------------------------|--------------------------------------|-----------|---------|------------|
| Position | Position Type | Bi-Weekly Hours | Steps | Rate Level | Base Hourly Rate | Weighted Overtime Rate | Weekly | Bi-Weekly | Monthly | Annual Pay |
| Administrative Assistant/ Accountant | Miscellaneous | 80 | Step D (Top) | Base Rate | 33.24 | 49.87 | 1,330 | 2,660 | 5,762 | 69,149 |
| | | | | Education(2.5%) | 34.07 | 51.10 | 1,363 | 2,726 | 5,905 | 70,863 |
| | | | | Education(5%) | 34.90 | 52.36 | 1,396 | 2,792 | 6,050 | 72,599 |
| Administrative Assistant/ Accountant | Miscellaneous | 80 | Step C | Base Rate | 31.60 | 47.40 | 1,264 | 2,528 | 5,477 | 65,722 |
| | | | | Education(2.5%) | 32.38 | 48.57 | 1,295 | 2,590 | 5,612 | 67,347 |
| | | | | Education(5%) | 33.17 | 49.76 | 1,327 | 2,654 | 5,749 | 68,994 |
| Administrative Assistant/ Accountant | Miscellaneous | 80 | Step B | Base Rate | 29.92 | 44.88 | 1,197 | 2,393 | 5,186 | 62,228 |
| | | | | Education(2.5%) | 30.67 | 46.00 | 1,227 | 2,453 | 5,315 | 63,786 |
| | | | | Education(5%) | 31.42 | 47.12 | 1,257 | 2,513 | 5,445 | 65,344 |
| Administrative Assistant/ Accountant | Miscellaneous | 80 | Step A (Probation) | Base Rate | 28.27 | 42.40 | 1,131 | 2,262 | 4,900 | 58,800 |
| | | | | Education(2.5%) | 28.96 | 43.45 | 1,159 | 2,317 | 5,021 | 60,247 |
| | | | | Education(5%) | 29.67 | 44.51 | 1,187 | 2,374 | 5,143 | 61,716 |

** Some employees will have a different Weighted Average and FLSA Premium rate if they are receiving Cash-In-Lieu of medical benefits.*



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| NON-EXEMPT - NON-REPRESENTED/CONFIDENTIAL | | | <i>Effective Date: July 1, 2017</i> | | | <i>Revised Date: January 1, 2018</i> | | | |
|---|--|-----------------|-------------------------------------|-----------------|------------------|--------------------------------------|-----------|---------|------------|
| Position | Position Type | Bi-Weekly Hours | Steps | Rate Level | Base Hourly Rate | Weekly | Bi-Weekly | Monthly | Annual Pay |
| Executive Assistant | Miscellaneous/Non-represented/Confidential | 80 | Step D (Top) | Base Rate | 26.25 | 1,050 | 2,100 | 4,549 | 54,594 |
| | | | | Education(2.5%) | 26.90 | 1,076 | 2,152 | 4,663 | 55,952 |
| | | | | Education(5%) | 27.56 | 1,103 | 2,205 | 4,778 | 57,331 |
| Executive Assistant | Miscellaneous/Non-represented/Confidential | 80 | Step C | Base Rate | 24.75 | 990 | 1,980 | 4,290 | 51,478 |
| | | | | Education(2.5%) | 25.38 | 1,015 | 2,030 | 4,399 | 52,791 |
| | | | | Education(5%) | 26.00 | 1,040 | 2,080 | 4,507 | 54,082 |
| Executive Assistant | Miscellaneous/Non-represented/Confidential | 80 | Step B | Base Rate | 23.29 | 932 | 1,864 | 4,038 | 48,451 |
| | | | | Education(2.5%) | 23.88 | 955 | 1,911 | 4,140 | 49,675 |
| | | | | Education(5%) | 24.46 | 978 | 1,957 | 4,240 | 50,877 |
| Executive Assistant | Miscellaneous/Non-represented/Confidential | 80 | Step 1 (Probation) | Base Rate | 21.86 | 874 | 1,749 | 3,789 | 45,469 |
| | | | | Education(2.5%) | 22.41 | 896 | 1,792 | 3,884 | 46,604 |
| | | | | Education(5%) | 22.95 | 918 | 1,836 | 3,978 | 47,739 |

** Some employees will have a different Weighted Average and FLSA Premium rate if they are receiving Cash-In-Lieu of medical benefits.*



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| EXEMPT - MANAGEMENT | | | <i>Effective Date: January 1, 2018</i> | | | | | | <i>Revised Date: January 1, 2018</i> | | | |
|---------------------------------|---------------|-----------------|--|-----------------|------------------|--------|-----------|---------|--------------------------------------|----------------------------|--------------------------|------------------|
| Position | Position Type | Bi-Weekly Hours | Steps | Rate Level | Base Hourly Rate | Weekly | Bi-Weekly | Monthly | Base Annual Pay | Annual Paramedic Incentive | Annual Uniform Allowance | Total Annual Pay |
| Fire Chief | Management | 80 | | Base Rate | 84.18 | 3,367 | 6,734 | 14,591 | 175,096 | 0 | 1,000 | 176,096 |
| Division/Deputy Chief | Management | 80 | Step C (Top) | Base Rate | 64.32 | 2,573 | 5,146 | 11,149 | 133,788 | 1,000 | 1,000 | 135,788 |
| | | | | Education(2.5%) | 65.92 | 2,637 | 5,274 | 11,427 | 1,000 | 1,000 | 139,119 | |
| | | | | Education(5%) | 67.53 | 2,701 | 5,403 | 11,706 | 1,000 | 1,000 | 142,471 | |
| Division/Deputy Chief | Management | 80 | Step B | Base Rate | 61.10 | 2,444 | 4,888 | 10,590 | 127,084 | 1,000 | 1,000 | 129,084 |
| | | | | Education(2.5%) | 62.63 | 2,505 | 5,010 | 10,856 | 1,000 | 1,000 | 132,266 | |
| | | | | Education(5%) | 64.15 | 2,566 | 5,132 | 11,119 | 1,000 | 1,000 | 135,428 | |
| Division/Deputy Chief | Management | 80 | Step A | Base Rate | 57.88 | 2,315 | 4,630 | 10,032 | 120,380 | 1,000 | 1,000 | 122,380 |
| | | | | Education(2.5%) | 59.33 | 2,373 | 4,747 | 10,284 | 1,000 | 1,000 | 125,413 | |
| | | | | Education(5%) | 60.78 | 2,431 | 4,863 | 10,536 | 1,000 | 1,000 | 128,426 | |
| Administrative Services Manager | Management | 80 | | Base Rate | 58.21 | 2,328 | 4,657 | 10,090 | 121,077 | 0 | 0 | 121,077 |
| | | | | Education(2.5%) | 59.67 | 2,387 | 4,774 | 10,343 | 0 | 0 | 124,114 | |
| | | | | Education(5%) | 61.12 | 2,445 | 4,890 | 10,594 | 0 | 0 | 127,130 | |
| Finance Officer | Management | 80 | | Base Rate | 51.45 | 2,058 | 4,116 | 8,917 | 107,007 | 0 | 0 | 107,007 |
| | | | | Education(2.5%) | 52.73 | 2,109 | 4,218 | 9,140 | 0 | 0 | 109,678 | |
| | | | | Education(5%) | 54.05 | 2,162 | 4,324 | 9,369 | 0 | 0 | 112,424 | |

** Some employees will have a different Weighted Average and FLSA Premium rate if they are*