

RESOLUTION NO. 24-027

**RESOLUTION OF THE GOVERNING BOARD OF THE
LAKESIDE FIRE PROTECTION DISTRICT APPROVING THE
UPDATED FISCAL YEAR 2024-2025 SALARY SCHEDULE AS
REQUIRED BY CALIFORNIA CODE OF REGULATIONS,
TITLE 2, SECTION 570.5**

WHEREAS, the Lakeside Fire Protection District participates in the California Public Employees Retirement System (“CalPERS”); and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires that, for purposes of determining a retiring employee's pension allowance, the pay rate be limited to the amount listed on a pay schedule that meets certain requirements and be approved by the governing body in accordance with the requirements of the applicable public meeting laws; and

WHEREAS, the regulations require that the salary schedule be made public without reference to another document in disclosure of the pay rates; and

WHEREAS, any changes including but not limited to, across-the-board increases, classification changes and salary adjustments approved after this date, will be reflected on a revised Salary Schedule and submitted to the District’s Board for approval.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Lakeside Fire Protection District a public agency in the County of San Diego, California, as follows:

1. That the attached Salary Schedule set forth in “Appendix A” attached hereto and incorporated by reference is approved and adopted Effective July 6, 2024.
2. The Salary Schedule approved and adopted by this Resolution shall be periodically updated by the Board of Directors as employment agreements change and included in the District’s budget.

***PASSED AND ADOPTED** by the Board of Directors of the Lakeside Fire Protection District, County of San Diego, State of California, on the 13th day of August, 2024 by the following vote:*


AYES: Bingham, Bowser, Liebig, Moscoso, Robles

NOES:

ABSTAIN:

ABSENT:


Brent Bowser
Board President


Janise Bocskovits
Clerk of the Board



APPENDIX A

Lakeside Fire Protection District Salary Schedule for Fiscal Year 2024-25 Effective as of July 6th, 2024

| Classification Title | Step | FLSA Type | Base Hourly Rate | Bi-weekly Base Pay | Annual Base |
|--|---------|-----------------------------------|------------------|--------------------|-------------|
| Defensible Space Inspector | Minimum | Unclassified/Hourly/Seasonal/Temp | 17.85 | | |
| Defensible Space Inspector | Maximum | Unclassified/Hourly/Seasonal/Temp | 25.50 | | |
| EMS Nurse Coordinator | A | 40 Hours Exempt | 57.33 | 4,586.50 | 119,248.98 |
| EMS Nurse Coordinator | B | 40 Hours Exempt | 60.35 | 4,827.72 | 125,520.65 |
| EMS Nurse Coordinator | C | 40 Hours Exempt | 63.37 | 5,069.78 | 131,814.16 |
| EMS Nurse Coordinator | D | 40 Hours Exempt | 66.53 | 5,322.76 | 138,391.76 |
| Emergency Medical Technician (Full Time) | A | 40 Hours Non-Exempt | 20.46 | 1,636.90 | 42,559.30 |
| Emergency Medical Technician (Full Time) | B | 40 Hours Non-Exempt | 21.48 | 1,718.50 | 44,680.90 |
| Emergency Medical Technician (Full Time) | C | 40 Hours Non-Exempt | 22.55 | 1,804.18 | 46,908.58 |
| Emergency Medical Technician (Part Time) | A | Unclassified/Hourly/Seasonal/Temp | 20.46 | | |
| Emergency Medical Technician (Part Time) | B | Unclassified/Hourly/Seasonal/Temp | 21.48 | | |
| Emergency Medical Technician (Part Time) | C | Unclassified/Hourly/Seasonal/Temp | 22.55 | | |
| Executive Assistant and Board Clerk | A | 40 Hours Non-Exempt | 40.45 | 3,235.85 | 84,132.05 |
| Executive Assistant and Board Clerk | B | 40 Hours Non-Exempt | 42.48 | 3,398.06 | 88,349.58 |
| Executive Assistant and Board Clerk | C | 40 Hours Non-Exempt | 44.60 | 3,567.84 | 92,763.78 |
| Executive Assistant and Board Clerk | D | 40 Hours Non-Exempt | 46.83 | 3,746.02 | 97,396.50 |
| Finance and Human Resources Director | A | 40 Hours Exempt | 69.84 | 5,587.51 | 145,275.29 |
| Finance and Human Resources Director | B | 40 Hours Exempt | 73.34 | 5,867.39 | 152,552.16 |
| Finance and Human Resources Director | C | 40 Hours Exempt | 77.00 | 6,159.88 | 160,156.83 |
| Finance and Human Resources Director | D | 40 Hours Exempt | 80.86 | 6,469.17 | 168,198.54 |
| Finance Analyst | A | 40 Hours Non-Exempt | 38.13 | 3,050.01 | 79,300.30 |
| Finance Analyst | B | 40 Hours Non-Exempt | 40.03 | 3,202.51 | 83,265.31 |
| Finance Analyst | C | 40 Hours Non-Exempt | 42.03 | 3,362.64 | 87,428.58 |
| Finance Analyst | D | 40 Hours Non-Exempt | 44.13 | 3,530.77 | 91,800.00 |
| Finance Manager | A | 40 Hours Exempt | 52.45 | 4,195.87 | 109,092.67 |



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| Classification Title | Step | FLSA Type | Base Hourly Rate | Bi-weekly Base Pay | Annual Base |
|--|------|---------------------|------------------|--------------------|-------------|
| Finance Manager | B | 40 Hours Exempt | 55.07 | 4,405.58 | 114,545.18 |
| Finance Manager | C | 40 Hours Exempt | 57.82 | 4,625.90 | 120,273.50 |
| Finance Manager | D | 40 Hours Exempt | 60.72 | 4,857.65 | 126,298.85 |
| Finance Manager (Effective PPE 1/5/2025) | A | 40 Hours Exempt | 55.07 | 4,405.58 | 114,545.18 |
| Finance Manager (Effective PPE 1/5/2025) | B | 40 Hours Exempt | 57.82 | 4,625.90 | 120,273.50 |
| Finance Manager (Effective PPE 1/5/2025) | C | 40 Hours Exempt | 60.72 | 4,857.65 | 126,298.85 |
| Finance Manager (Effective PPE 1/5/2025) | D | 40 Hours Exempt | 63.76 | 5,100.82 | 132,621.22 |
| Fire Battalion Chief | A | 56 Hours Non-Exempt | 50.13 | 5,615.08 | 145,992.05 |
| Fire Battalion Chief | B | 56 Hours Non-Exempt | 52.65 | 5,896.30 | 153,303.89 |
| Fire Battalion Chief | C | 56 Hours Non-Exempt | 55.27 | 6,190.47 | 160,952.26 |
| Fire Battalion Chief | A | 40 Hours Non-Exempt | 70.19 | 5,615.08 | 145,992.05 |
| Fire Battalion Chief | B | 40 Hours Non-Exempt | 73.70 | 5,896.30 | 153,303.89 |
| Fire Battalion Chief | C | 40 Hours Non-Exempt | 77.38 | 6,190.47 | 160,952.26 |
| Fire Captain PM/EMT | A | 56 Hours Non-Exempt | 39.21 | 4,391.34 | 114,174.84 |
| Fire Captain PM/EMT | B | 56 Hours Non-Exempt | 41.16 | 4,610.20 | 119,865.22 |
| Fire Captain PM/EMT | C | 56 Hours Non-Exempt | 43.22 | 4,840.83 | 125,861.54 |
| Fire Captain PM/EMT | A | 40 Hours Non-Exempt | 54.89 | 4,391.34 | 114,174.84 |
| Fire Captain PM/EMT | B | 40 Hours Non-Exempt | 57.63 | 4,610.20 | 119,865.22 |
| Fire Captain PM/EMT | C | 40 Hours Non-Exempt | 60.51 | 4,840.83 | 125,861.54 |
| Fire Chief | Max | 40 Hours Exempt | 101.14 | 8,091.46 | 210,377.86 |
| Fire Division Chief | A | 40 Hours Exempt | 73.73 | 5,898.05 | 153,349.25 |
| Fire Division Chief | B | 40 Hours Exempt | 77.83 | 6,226.08 | 161,878.08 |
| Fire Division Chief | C | 40 Hours Exempt | 81.94 | 6,554.93 | 170,428.13 |
| Fire Engineer PM/EMT | A | 56 Hours Non-Exempt | 36.42 | 4,079.52 | 106,067.57 |
| Fire Engineer PM/EMT | B | 56 Hours Non-Exempt | 37.34 | 4,181.89 | 108,729.20 |



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| Classification Title | Step | FLSA Type | Base Hourly Rate | Bi-weekly Base Pay | Annual Base |
|--|------|---------------------|------------------|--------------------|-------------|
| Fire Engineer PM/EMT | A | 40 Hours Non-Exempt | 50.99 | 4,079.52 | 106,067.57 |
| Fire Engineer PM/EMT | B | 40 Hours Non-Exempt | 52.27 | 4,181.89 | 108,729.20 |
| Fire Inspector | A | 40 Hours Non-Exempt | 36.10 | 2,887.89 | 75,085.12 |
| Fire Inspector | B | 40 Hours Non-Exempt | 37.91 | 3,032.45 | 78,843.75 |
| Fire Inspector | C | 40 Hours Non-Exempt | 39.81 | 3,184.58 | 82,799.05 |
| Fire Inspector | D | 40 Hours Non-Exempt | 41.79 | 3,343.43 | 86,929.17 |
| Fire Marshal | A | 40 Hours Exempt | 60.35 | 4,827.72 | 125,520.65 |
| Fire Marshal | B | 40 Hours Exempt | 63.37 | 5,069.78 | 131,814.16 |
| Fire Marshal | C | 40 Hours Exempt | 66.53 | 5,322.76 | 138,391.76 |
| Fire Marshal | D | 40 Hours Exempt | 69.86 | 5,589.19 | 145,318.99 |
| Firefighter Paramedic | A | 56 Hours Non-Exempt | 30.70 | 3,438.24 | 89,394.13 |
| Firefighter Paramedic | B | 56 Hours Non-Exempt | 32.23 | 3,610.03 | 93,860.77 |
| Firefighter Paramedic | C | 56 Hours Non-Exempt | 33.85 | 3,791.24 | 98,572.17 |
| Firefighter Paramedic | D | 56 Hours Non-Exempt | 35.54 | 3,980.68 | 103,497.72 |
| Firefighter Paramedic | A | 40 Hours Non-Exempt | 42.98 | 3,438.24 | 89,394.13 |
| Firefighter Paramedic | B | 40 Hours Non-Exempt | 45.13 | 3,610.03 | 93,860.77 |
| Firefighter Paramedic | C | 40 Hours Non-Exempt | 47.39 | 3,791.24 | 98,572.17 |
| Firefighter Paramedic | D | 40 Hours Non-Exempt | 49.76 | 3,980.68 | 103,497.72 |
| Human Resources Manager | A | 40 Hours Exempt | 52.45 | 4,195.87 | 109,092.67 |
| Human Resources Manager | B | 40 Hours Exempt | 55.07 | 4,405.58 | 114,545.18 |
| Human Resources Manager | C | 40 Hours Exempt | 57.82 | 4,625.90 | 120,273.50 |
| Human Resources Manager | D | 40 Hours Exempt | 60.72 | 4,857.65 | 126,298.85 |
| Human Resources Manager (Effective PPE 1/3/2025) | A | 40 Hours Exempt | 55.07 | 4,405.58 | 114,545.18 |
| Human Resources Manager (Effective PPE 1/3/2025) | B | 40 Hours Exempt | 57.82 | 4,625.90 | 120,273.50 |
| Human Resources Manager (Effective PPE 1/3/2025) | C | 40 Hours Exempt | 60.72 | 4,857.65 | 126,298.85 |



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|--|------|-----------------------------------|------------------|--------------------|-------------|
| Human Resources Manager (Effective PPE 1/3/2025) | D | 40 Hours Exempt | 63.76 | 5,100.82 | 132,621.22 |
| Intern Graduate | A | Unclassified/Hourly/Seasonal/Temp | 15.03 | | |
| Intern Graduate | B | Unclassified/Hourly/Seasonal/Temp | 15.79 | | |
| Intern Graduate | C | Unclassified/Hourly/Seasonal/Temp | 16.58 | | |
| Intern Graduate | D | Unclassified/Hourly/Seasonal/Temp | 17.40 | | |
| Intern Graduate | E | Unclassified/Hourly/Seasonal/Temp | 18.27 | | |
| Intern Undergraduate | A | Unclassified/Hourly/Seasonal/Temp | 11.78 | | |
| Intern Undergraduate | B | Unclassified/Hourly/Seasonal/Temp | 12.37 | | |
| Intern Undergraduate | C | Unclassified/Hourly/Seasonal/Temp | 12.99 | | |
| Intern Undergraduate | D | Unclassified/Hourly/Seasonal/Temp | 13.64 | | |
| Intern Undergraduate | E | Unclassified/Hourly/Seasonal/Temp | 14.32 | | |
| Office Specialist | A | Unclassified/Hourly/Seasonal/Temp | 22.19 | | |
| Office Specialist | B | Unclassified/Hourly/Seasonal/Temp | 23.30 | | |
| Office Specialist | C | Unclassified/Hourly/Seasonal/Temp | 24.46 | | |
| Office Specialist | D | Unclassified/Hourly/Seasonal/Temp | 25.68 | | |