

**ESPARTO FIRE PROTECTION DISTRICT**

Effective 12/29/2024

Board Approved: 12/12/2024

Revised 7/18/25 - Revised OT Hours | UI % | CalPERS % | Removed Health Costs

Revised 12/14/25 - Updated CalPERS

Increase between steps 2%

<b>53 Hours Per Week Positions</b>															
Steps	Pay Rate	106 Hr reg. pay period	Monthly	Annual 2756 Hr.	OT Rate	Average Annual 772 OT Hours	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 3.7% of the first \$7,000.00	CalPERS 13.99% of gross wages	1959 Survivor Benefit \$5.50/mo	Total Wages (incl OT) & Payroll Benefits	
<b>Firefighter</b>															
A	\$17.00	\$1,802.00	\$3,904.33	\$46,852.00	\$25.50	\$19,686.00	\$66,538.00	\$5,544.83	N/A	\$964.80	\$259.00	\$9,308.67	\$66.00	\$77,136.47	
B	\$17.34	\$1,838.04	\$3,982.42	\$47,789.04	\$26.01	\$20,079.72	\$67,868.76	\$5,655.73	N/A	\$984.10	\$259.00	\$9,494.84	\$66.00	\$78,672.70	
C	\$17.69	\$1,875.14	\$4,062.80	\$48,753.64	\$26.54	\$20,488.88	\$69,242.52	\$5,770.21	N/A	\$1,004.02	\$259.00	\$9,687.03	\$66.00	\$80,258.57	
<b>Engineer</b>															
A	\$18.04	\$1,912.24	\$4,143.19	\$49,718.24	\$27.06	\$20,890.32	\$70,608.56	\$5,884.05	N/A	\$1,023.82	\$259.00	\$9,878.14	\$66.00	\$81,835.52	
B	\$18.40	\$1,950.40	\$4,225.87	\$50,710.40	\$27.60	\$21,307.20	\$72,017.60	\$6,001.47	N/A	\$1,044.26	\$259.00	\$10,075.26	\$66.00	\$83,462.12	
C	\$18.77	\$1,989.62	\$4,310.84	\$51,730.12	\$28.16	\$21,739.52	\$73,469.64	\$6,122.47	N/A	\$1,065.31	\$259.00	\$10,278.40	\$66.00	\$85,138.35	
<b>Lieutenant</b>															
A	\$19.15	\$2,029.90	\$4,398.12	\$52,777.40	\$28.73	\$22,179.56	\$74,956.96	\$6,246.41	N/A	\$1,086.88	\$259.00	\$10,486.48	\$66.00	\$86,855.32	
B	\$19.53	\$2,070.18	\$4,485.39	\$53,824.68	\$29.30	\$22,619.60	\$76,444.28	\$6,370.36	N/A	\$1,108.44	\$259.00	\$10,694.55	\$66.00	\$88,572.27	
C	\$19.92	\$2,111.52	\$4,574.96	\$54,899.52	\$29.88	\$23,067.36	\$77,966.88	\$6,497.24	N/A	\$1,130.52	\$259.00	\$10,907.57	\$66.00	\$90,329.97	
<b>Captain</b>															
A	\$20.32	\$2,153.92	\$4,666.83	\$56,001.92	\$30.48	\$23,530.56	\$79,532.48	\$6,627.71	N/A	\$1,153.22	\$259.00	\$11,126.59	\$66.00	\$92,137.29	
B	\$20.73	\$2,197.38	\$4,760.99	\$57,131.88	\$31.10	\$24,009.20	\$81,141.08	\$6,761.76	N/A	\$1,176.55	\$259.00	\$11,351.64	\$66.00	\$93,994.27	
C	\$21.14	\$2,240.84	\$4,855.15	\$58,261.84	\$31.71	\$24,480.12	\$82,741.96	\$6,895.16	N/A	\$1,199.76	\$259.00	\$11,575.60	\$66.00	\$95,842.32	

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Part-Time Non-Safety Position														
Steps	Pay Rate	24 Hr reg. pay period	Monthly	Annual 700 Hr.	OT Rate	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 3.7% of the first \$7,000.00	CalPERS 13.99% of gross wages	1959 Survivor Benefit \$5.50/mo	Total Wages (incl OT) & Payroll Benefits
<b>Administrative Assistant</b>														
A	\$27.19	\$652.56	\$1,586.08	\$19,033.00	\$40.79	N/A	\$19,033.00	\$1,586.08	\$1,180.05	\$275.98	\$259.00	N/A	N/A	\$20,748.03
B	\$27.73	\$665.52	\$1,617.58	\$19,411.00	\$41.60	N/A	\$19,411.00	\$1,617.58	\$1,203.48	\$281.46	\$259.00	N/A	N/A	\$21,154.94
C	\$28.28	\$678.72	\$1,649.67	\$19,796.00	\$42.42	N/A	\$19,796.00	\$1,649.67	\$1,227.35	\$287.04	\$259.00	N/A	N/A	\$21,569.39

\*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**  
**Effective 12/28/2025**

Board Approved: \_\_\_\_\_

**Revised 12/28/25 - Increase of 2.42% Due to CA Min Wage Change & CalPERS Change**

Increase between steps      2%

<b>53 Hours Per Week Positions</b>														
Steps	Pay Rate	106 Hr reg. pay period	Monthly	Annual 2756 Hr.	OT Rate	Average Annual 772 OT Hours	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 3.7% of the first \$7,000.00	CalPERS 13.99% of gross wages	1959 Survivor Benefit \$5.50/mo	Total Wages (incl OT) & Payroll Benefits
<b>Firefighter</b>														
A	\$17.41	\$1,845.46	\$3,998.50	\$47,981.96	\$26.12	\$20,164.64	\$68,146.60	\$5,678.88	N/A	\$988.13	\$259.00	\$9,533.71	\$66.00	\$78,993.44
B	\$17.76	\$1,882.56	\$4,078.88	\$48,946.56	\$26.64	\$20,566.08	\$69,512.64	\$5,792.72	N/A	\$1,007.93	\$259.00	\$9,724.82	\$66.00	\$80,570.39
C	\$18.12	\$1,920.72	\$4,161.56	\$49,938.72	\$27.18	\$20,982.96	\$70,921.68	\$5,910.14	N/A	\$1,028.36	\$259.00	\$9,921.94	\$66.00	\$82,196.98
<b>Engineer</b>														
A	\$18.48	\$1,958.88	\$4,244.24	\$50,930.88	\$27.72	\$21,399.84	\$72,330.72	\$6,027.56	N/A	\$1,048.80	\$259.00	\$10,119.07	\$66.00	\$83,823.59
B	\$18.85	\$1,998.10	\$4,329.22	\$51,950.60	\$28.28	\$21,832.16	\$73,782.76	\$6,148.56	N/A	\$1,069.85	\$259.00	\$10,322.21	\$66.00	\$85,499.82
C	\$19.23	\$2,038.38	\$4,416.49	\$52,997.88	\$28.85	\$22,272.20	\$75,270.08	\$6,272.51	N/A	\$1,091.42	\$259.00	\$10,530.28	\$66.00	\$87,216.78
<b>Lieutenant</b>														
A	\$19.61	\$2,078.66	\$4,503.76	\$54,045.16	\$29.42	\$22,712.24	\$76,757.40	\$6,396.45	N/A	\$1,112.98	\$259.00	\$10,738.36	\$66.00	\$88,933.74
B	\$20.00	\$2,120.00	\$4,593.33	\$55,120.00	\$30.00	\$23,160.00	\$78,280.00	\$6,523.33	N/A	\$1,135.06	\$259.00	\$10,951.37	\$66.00	\$90,691.43
C	\$20.40	\$2,162.40	\$4,685.20	\$56,222.40	\$30.60	\$23,623.20	\$79,845.60	\$6,653.80	N/A	\$1,157.76	\$259.00	\$11,170.40	\$66.00	\$92,498.76
<b>Captain</b>														
A	\$20.81	\$2,205.86	\$4,779.36	\$57,352.36	\$31.22	\$24,101.84	\$81,454.20	\$6,787.85	N/A	\$1,181.09	\$259.00	\$11,395.44	\$66.00	\$94,355.73
B	\$21.23	\$2,250.38	\$4,875.82	\$58,509.88	\$31.85	\$24,588.20	\$83,098.08	\$6,924.84	N/A	\$1,204.92	\$259.00	\$11,625.42	\$66.00	\$96,253.42
C	\$21.65	\$2,294.90	\$4,972.28	\$59,667.40	\$32.48	\$25,074.56	\$84,741.96	\$7,061.83	N/A	\$1,228.76	\$259.00	\$11,855.40	\$66.00	\$98,151.12

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<b>Part-Time Non-Safety Position</b>														
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<b>Administrative Assistant</b>														
A	\$27.19	\$652.56	\$1,586.08	\$19,033.00	\$40.79	N/A	\$19,033.00	\$1,586.08	\$1,180.05	\$275.98	\$259.00	N/A	N/A	\$20,748.03
B	\$27.73	\$665.52	\$1,617.58	\$19,411.00	\$41.60	N/A	\$19,411.00	\$1,617.58	\$1,203.48	\$281.46	\$259.00	N/A	N/A	\$21,154.94
C	\$28.28	\$678.72	\$1,649.67	\$19,796.00	\$42.42	N/A	\$19,796.00	\$1,649.67	\$1,227.35	\$287.04	\$259.00	N/A	N/A	\$21,569.39

<b>Retired Annuitant Non-Safety Position</b>									
Retired Annuitant	Pay Rate	Monthly	Estimated 700 Hr.	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 3.7% of the first \$7,000.00	CalPERS 13.99% of gross wages	1959 Survivor Benefit \$5.50/mo	Total Wages (incl OT) & Payroll Benefits
Retired Annuitant	\$27.73	\$1,617.58	\$19,411.00	\$1,203.48	\$281.46	\$259.00	N/A	N/A	\$21,154.94

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\*\*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.

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