



## Lakeside Fire Protection District

12216 Lakeside Avenue  
Lakeside, CA 92040  
Business (619)390-2350  
Fax (619)443-1568

### **RESOLUTION #17-012**

#### **RESOLUTION OF THE GOVERNING BOARD OF THE LAKESIDE FIRE PROTECTION DISTRICT ADOPTING A SALARY SCHEDULE**

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

**WHEREAS**, the California Code of Regulations, Title 2, Section 570.5 requires the District's Board of Directors to approve and adopt all salary schedules; and

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

**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 1, 2017.
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 budget.

**PASSED AND ADOPTED by the Board of Directors of the Lakeside Fire Protection District, County of San Diego, State of California, on the 22<sup>nd</sup> Day of August 2017, by the following vote:**

**AYES:** Baker, Liebig, Haworth, Robeson

**NOES:**

**ABSTAIN:**

**ABSENT:** Bingham

Bob Robeson  
Board President

for

Laura Fernandez  
Clerk of the Board

# Appendix - A

## Salary Schedule - Non-Medic

**Effective Date = July 1, 2017**

Duty Schedule = 56 Hour Week / 24 Day FLSA Period								
	Base Hourly Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual Uniform Allowance	Annual Holiday Pay	Total Annual Pay (no FLSA Premium)
<b>Captain</b>								
Base Rate	\$29.43	\$1,648.08	\$3,296.16	\$7,141.68	\$85,700.16	\$1,000.00	\$3,178.44	\$89,878.60
Education(2.5%)	\$30.17	\$1,689.52	\$3,379.04	\$7,321.25	\$87,855.04	\$1,000.00	\$3,258.36	\$92,113.40
Education(5%)	\$30.90	\$1,730.40	\$3,460.80	\$7,498.40	\$89,980.80	\$1,000.00	\$3,337.20	\$94,318.00
<b>Engineer</b>								
Base Rate	\$24.52	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$1,000.00	\$2,648.16	\$75,050.40
Education(2.5%)	\$25.13	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$1,000.00	\$2,714.04	\$76,892.60
Education(5%)	\$25.75	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$1,000.00	\$2,781.00	\$78,765.00
<b>Firefighter</b>								
Base Rate	\$21.32	\$1,193.92	\$2,387.84	\$5,173.65	\$62,083.84	\$1,000.00	\$2,302.56	\$65,386.40
Education(2.5%)	\$21.85	\$1,223.60	\$2,447.20	\$5,302.27	\$63,627.20	\$1,000.00	\$2,359.80	\$66,987.00
Education(5%)	\$22.39	\$1,253.84	\$2,507.68	\$5,433.31	\$65,199.68	\$1,000.00	\$2,418.12	\$68,617.80

Modified Duty Schedule = 40 Hour Work Week								
<b>Captain</b>								
Base Rate	\$41.20	\$1,648.08	\$3,296.16	\$7,141.68	\$85,700.16	\$1,000.00	\$3,178.44	\$89,878.60
Education(2.5%)	\$42.24	\$1,689.52	\$3,379.04	\$7,321.25	\$87,855.04	\$1,000.00	\$3,258.36	\$92,113.40
Education(5%)	\$43.26	\$1,730.40	\$3,460.80	\$7,498.40	\$89,980.80	\$1,000.00	\$3,337.20	\$94,318.00
<b>Engineer</b>								
Base Rate	\$34.33	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$1,000.00	\$2,648.16	\$75,050.40
Education(2.5%)	\$35.18	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$1,000.00	\$2,714.04	\$76,892.60
Education(5%)	\$36.05	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$1,000.00	\$2,781.00	\$78,765.00
<b>Firefighter</b>								
Base Rate	\$29.85	\$1,193.92	\$2,387.84	\$5,173.65	\$62,083.84	\$1,000.00	\$2,302.56	\$65,386.40
Education(2.5%)	\$30.59	\$1,223.60	\$2,447.20	\$5,302.27	\$63,627.20	\$1,000.00	\$2,359.80	\$66,987.00
Education(5%)	\$31.35	\$1,253.84	\$2,507.68	\$5,433.31	\$65,199.68	\$1,000.00	\$2,418.12	\$68,617.80

Staff Assignment - Duty Schedule = 40 Hour Work Week								
	Base Hourly Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual Uniform Allowance	Annual Holiday Pay	Total Annual Pay
<b>Staff Captain PM - (10% over Base Hourly Captain Rate) - effective October 1, 2009</b>								
Base Rate	\$45.32	\$1,812.89	\$3,625.78	\$7,855.85	\$94,270.18	\$1,000.00		\$95,270.18
Education(2.5%)	\$46.46	\$1,858.21	\$3,716.42	\$8,052.24	\$96,626.93	\$1,000.00		\$97,626.93
Education(5%)	\$47.59	\$1,903.53	\$3,807.06	\$8,248.64	\$98,983.68	\$1,000.00		\$99,983.68

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

# Salary Schedule - PARAMEDIC

Effective Date = July 1, 2017

Duty Schedule = 56 Hour Week / 24 Day FLSA Period									
	Base Hourly Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual Paramedic Incentive	Annual Uniform Allowance	Annual Holiday Pay	Total Annual Pay (no FLSA Premium)
<b>Captain PM</b>									
Base Rate	\$29.43	\$1,648.08	\$3,296.16	\$7,141.68	\$85,700.16	\$1,000.00	\$1,000.00	\$3,178.44	\$90,878.60
Education(2.5%)	\$30.17	\$1,689.52	\$3,379.04	\$7,321.25	\$87,855.04	\$1,000.00	\$1,000.00	\$3,258.36	\$93,113.40
Education(5%)	\$30.90	\$1,730.40	\$3,460.80	\$7,498.40	\$89,980.80	\$1,000.00	\$1,000.00	\$3,337.20	\$95,318.00
<b>Engineer PM</b>									
Base Rate	\$24.52	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$1,000.00	\$1,000.00	\$2,648.16	\$76,050.40
Education(2.5%)	\$25.13	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$1,000.00	\$1,000.00	\$2,714.04	\$77,892.60
Education(5%)	\$25.75	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$1,000.00	\$1,000.00	\$2,781.00	\$79,765.00
<b>Firefighter PM - (Step E - Top Step)</b>									
Base Rate	\$24.52	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$1,000.00	\$1,000.00	\$2,648.16	\$76,050.40
Education(2.5%)	\$25.13	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$1,000.00	\$1,000.00	\$2,714.04	\$77,892.60
Education(5%)	\$25.75	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$1,000.00	\$1,000.00	\$2,781.00	\$79,765.00
<b>Firefighter PM - (Step D)</b>									
Base Rate	\$23.06	\$1,291.36	\$2,582.72	\$5,595.89	\$67,150.72	\$1,000.00	\$1,000.00	\$2,490.48	\$71,641.20
Education(2.5%)	\$23.64	\$1,323.84	\$2,647.68	\$5,736.64	\$68,839.68	\$1,000.00	\$1,000.00	\$2,553.12	\$73,392.80
Education(5%)	\$24.21	\$1,355.76	\$2,711.52	\$5,874.96	\$70,499.52	\$1,000.00	\$1,000.00	\$2,614.68	\$75,114.20
<b>Firefighter PM - (Step C)</b>									
Base Rate	\$21.90	\$1,226.40	\$2,452.80	\$5,314.40	\$63,772.80	\$1,000.00	\$1,000.00	\$2,365.20	\$68,138.00
Education(2.5%)	\$22.45	\$1,257.20	\$2,514.40	\$5,447.87	\$65,374.40	\$1,000.00	\$1,000.00	\$2,424.60	\$69,799.00
Education(5%)	\$23.00	\$1,288.00	\$2,576.00	\$5,581.33	\$66,976.00	\$1,000.00	\$1,000.00	\$2,484.00	\$71,460.00
<b>Firefighter PM - (Step B)</b>									
Base Rate	\$20.37	\$1,140.72	\$2,281.44	\$4,943.12	\$59,317.44	\$1,000.00	\$1,000.00	\$2,199.96	\$63,517.40
Education(2.5%)	\$20.88	\$1,169.28	\$2,338.56	\$5,066.88	\$60,802.56	\$1,000.00	\$1,000.00	\$2,255.04	\$65,057.60
Education(5%)	\$21.39	\$1,197.84	\$2,395.68	\$5,190.64	\$62,287.68	\$1,000.00	\$1,000.00	\$2,310.12	\$66,597.80
<b>Firefighter PM - (Step A - Probation)</b>									
Base Rate	\$19.16	\$1,072.96	\$2,145.92	\$4,649.49	\$55,793.92	\$1,000.00	\$1,000.00	\$2,069.28	\$59,863.20
Education(2.5%)	\$19.64	\$1,099.84	\$2,199.68	\$4,765.97	\$57,191.68	\$1,000.00	\$1,000.00	\$2,121.12	\$61,312.80
Education(5%)	\$20.12	\$1,126.72	\$2,253.44	\$4,882.45	\$58,589.44	\$1,000.00	\$1,000.00	\$2,172.96	\$62,762.40
<b>Modified Duty Schedule = 40 Hour Work Week</b>									
<b>Captain PM</b>									
Base Rate	\$41.20	\$1,648.08	\$3,296.16	\$7,141.68	\$85,700.16	\$1,000.00	\$1,000.00	\$3,178.44	\$90,878.60
Education(2.5%)	\$42.24	\$1,689.52	\$3,379.04	\$7,321.25	\$87,855.04	\$1,000.00	\$1,000.00	\$3,258.36	\$93,113.40
Education(5%)	\$43.26	\$1,730.40	\$3,460.80	\$7,498.40	\$89,980.80	\$1,000.00	\$1,000.00	\$3,337.20	\$95,318.00
<b>Engineer PM</b>									
Base Rate	\$34.33	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$1,000.00	\$1,000.00	\$2,648.16	\$76,050.40
Education(2.5%)	\$35.18	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$1,000.00	\$1,000.00	\$2,714.04	\$77,892.60
Education(5%)	\$36.05	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$1,000.00	\$1,000.00	\$2,781.00	\$79,765.00
<b>Firefighter PM - (Step E - Top Step)</b>									
Base Rate	\$34.33	\$1,373.12	\$2,746.24	\$5,950.19	\$71,402.24	\$1,000.00	\$1,000.00	\$2,648.16	\$76,050.40
Education(2.5%)	\$35.18	\$1,407.28	\$2,814.56	\$6,098.21	\$73,178.56	\$1,000.00	\$1,000.00	\$2,714.04	\$77,892.60
Education(5%)	\$36.05	\$1,442.00	\$2,884.00	\$6,248.67	\$74,984.00	\$1,000.00	\$1,000.00	\$2,781.00	\$79,765.00
<b>Firefighter PM - (Step D)</b>									
Base Rate	\$32.28	\$1,291.36	\$2,582.72	\$5,595.89	\$67,150.72	\$1,000.00	\$1,000.00	\$2,490.48	\$71,641.20
Education(2.5%)	\$33.10	\$1,323.84	\$2,647.68	\$5,736.64	\$68,839.68	\$1,000.00	\$1,000.00	\$2,553.12	\$73,392.80
Education(5%)	\$33.89	\$1,355.76	\$2,711.52	\$5,874.96	\$70,499.52	\$1,000.00	\$1,000.00	\$2,614.68	\$75,114.20
<b>Firefighter PM - (Step C)</b>									
Base Rate	\$30.66	\$1,226.40	\$2,452.80	\$5,314.40	\$63,772.80	\$1,000.00	\$1,000.00	\$2,365.20	\$68,138.00
Education(2.5%)	\$31.43	\$1,257.20	\$2,514.40	\$5,447.87	\$65,374.40	\$1,000.00	\$1,000.00	\$2,424.60	\$69,799.00
Education(5%)	\$32.20	\$1,288.00	\$2,576.00	\$5,581.33	\$66,976.00	\$1,000.00	\$1,000.00	\$2,484.00	\$71,460.00
<b>Firefighter PM - (Step B)</b>									
Base Rate	\$28.52	\$1,140.72	\$2,281.44	\$4,943.12	\$59,317.44	\$1,000.00	\$1,000.00	\$2,199.96	\$63,517.40
Education(2.5%)	\$29.23	\$1,169.28	\$2,338.56	\$5,066.88	\$60,802.56	\$1,000.00	\$1,000.00	\$2,255.04	\$65,057.60
Education(5%)	\$29.95	\$1,197.84	\$2,395.68	\$5,190.64	\$62,287.68	\$1,000.00	\$1,000.00	\$2,310.12	\$66,597.80
<b>Firefighter PM - (Step A - Probation)</b>									
Base Rate	\$26.82	\$1,072.96	\$2,145.92	\$4,649.49	\$55,793.92	\$1,000.00	\$1,000.00	\$2,069.28	\$59,863.20
Education(2.5%)	\$27.50	\$1,099.84	\$2,199.68	\$4,765.97	\$57,191.68	\$1,000.00	\$1,000.00	\$2,121.12	\$61,312.80
Education(5%)	\$28.17	\$1,126.72	\$2,253.44	\$4,882.45	\$58,589.44	\$1,000.00	\$1,000.00	\$2,172.96	\$62,762.40

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

## Salary Schedule - General Services Group

Effective Date = July 1, 2017

	Base Hourly Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual Uniform Allowance	Annual Holiday Pay	Total Annual Pay
<b>Administrative Assistant - Accountant - Top Step</b>								
Base Rate	\$31.07	\$1,242.77	\$2,485.54	\$5,385.33	\$64,623.94	\$0.00	\$0.00	\$64,623.94
Education(2.5%)	\$31.84	\$1,273.78	\$2,547.55	\$5,519.70	\$66,236.35	\$0.00	\$0.00	\$66,236.35
Education(5%)	\$32.62	\$1,304.78	\$2,609.57	\$5,654.06	\$67,848.77	\$0.00	\$0.00	\$67,848.77
<b>Administrative Assistant - Accountant - Step 3</b>								
Base Rate	\$29.53	\$1,181.16	\$2,362.32	\$5,118.36	\$61,420.32	\$0.00	\$0.00	\$61,420.32
Education(2.5%)	\$30.26	\$1,210.54	\$2,421.07	\$5,245.66	\$62,947.87	\$0.00	\$0.00	\$62,947.87
Education(5%)	\$31.00	\$1,239.91	\$2,479.82	\$5,372.95	\$64,475.42	\$0.00	\$0.00	\$64,475.42
<b>Administrative Assistant - Accountant - Step 2</b>								
Base Rate	\$27.96	\$1,118.33	\$2,236.66	\$4,846.09	\$58,153.06	\$0.00	\$0.00	\$58,153.06
Education(2.5%)	\$28.66	\$1,146.48	\$2,292.96	\$4,968.08	\$59,616.96	\$0.00	\$0.00	\$59,616.96
Education(5%)	\$29.36	\$1,174.22	\$2,348.45	\$5,088.30	\$61,059.65	\$0.00	\$0.00	\$61,059.65
<b>Administrative Assistant - Accountant - Step 1</b>								
Base Rate	\$26.42	\$1,056.72	\$2,113.44	\$4,579.12	\$54,949.44	\$0.00	\$0.00	\$54,949.44
Education(2.5%)	\$27.07	\$1,082.83	\$2,165.66	\$4,692.27	\$56,307.26	\$0.00	\$0.00	\$56,307.26
Education(5%)	\$27.73	\$1,109.35	\$2,218.70	\$4,807.19	\$57,686.30	\$0.00	\$0.00	\$57,686.30

## Salary Schedule - Non-Represented / Confidential

<b>Executive Assistant - Non Represented / Confidential - Top Step</b>								
Base Rate	\$24.53	\$981.24	\$1,962.48	\$4,252.04	\$51,024.48	\$0.00	\$0.00	\$51,024.48
Education(2.5%)	\$25.14	\$1,005.72	\$2,011.44	\$4,358.12	\$52,297.44	\$0.00	\$0.00	\$52,297.44
Education(5%)	\$25.76	\$1,030.20	\$2,060.40	\$4,464.20	\$53,570.40	\$0.00	\$0.00	\$53,570.40
<b>Executive Assistant - Non Represented / Confidential - Step 3</b>								
Base Rate	\$23.13	\$925.34	\$1,850.69	\$4,009.82	\$48,117.89	\$0.00	\$0.00	\$48,117.89
Education(2.5%)	\$23.72	\$948.60	\$1,897.20	\$4,110.60	\$49,327.20	\$0.00	\$0.00	\$49,327.20
Education(5%)	\$24.30	\$971.86	\$1,943.71	\$4,211.38	\$50,536.51	\$0.00	\$0.00	\$50,536.51
<b>Executive Assistant - Non Represented / Confidential - Step 2</b>								
Base Rate	\$21.77	\$870.67	\$1,741.34	\$3,772.91	\$45,274.94	\$0.00	\$0.00	\$45,274.94
Education(2.5%)	\$22.32	\$892.70	\$1,785.41	\$3,868.38	\$46,420.61	\$0.00	\$0.00	\$46,420.61
Education(5%)	\$22.86	\$914.33	\$1,828.66	\$3,962.09	\$47,545.06	\$0.00	\$0.00	\$47,545.06
<b>Executive Assistant - Non Represented / Confidential - Step 1</b>								
Base Rate	\$20.43	\$817.22	\$1,634.45	\$3,541.30	\$42,495.65	\$0.00	\$0.00	\$42,495.65
Education(2.5%)	\$20.94	\$837.62	\$1,675.25	\$3,629.70	\$43,556.45	\$0.00	\$0.00	\$43,556.45
Education(5%)	\$21.45	\$858.02	\$1,716.05	\$3,718.10	\$44,617.25	\$0.00	\$0.00	\$44,617.25

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

# Salary Schedule - Management

Effective Date = July 1, 2017

Duty Schedule = 40 Hour Work Week or Modified 9/80 Plan								
	Base Hourly Rate	Weekly	Bi-Weekly	Monthly	Annual	Annual Uniform Allowance	Annual Paramedic Incentive	Total Annual Pay
<b>Fire Chief</b>								
Base Rate	\$80.9140	\$3,236.56	\$6,473.12	\$14,025.09	\$168,301.12	\$1,000.00	\$0.00	\$169,301.12
<b>Division/Deputy Chief - Top Step</b>								
Base Rate	\$63.06	\$2,522.40	\$5,044.80	\$10,930.40	\$131,164.80	\$1,000.00	\$1,000.00	\$133,164.80
Education(2.5%)	\$64.64	\$2,585.60	\$5,171.20	\$11,204.27	\$134,451.20	\$1,000.00	\$1,000.00	\$136,451.20
Education(5%)	\$66.21	\$2,648.40	\$5,296.80	\$11,476.40	\$137,716.80	\$1,000.00	\$1,000.00	\$139,716.80
<b>Division/Deputy Chief - Step 2</b>								
Base Rate	\$59.90	\$2,396.00	\$4,792.00	\$10,382.67	\$124,592.00	\$1,000.00	\$1,000.00	\$126,592.00
Education(2.5%)	\$61.40	\$2,456.00	\$4,912.00	\$10,642.67	\$127,712.00	\$1,000.00	\$1,000.00	\$129,712.00
Education(5%)	\$62.90	\$2,516.00	\$5,032.00	\$10,902.67	\$130,832.00	\$1,000.00	\$1,000.00	\$132,832.00
<b>Division/Deputy Chief - Step 1</b>								
Base Rate	\$56.75	\$2,270.00	\$4,540.00	\$9,836.67	\$118,040.00	\$1,000.00	\$1,000.00	\$120,040.00
Education(2.5%)	\$58.17	\$2,326.80	\$4,653.60	\$10,082.80	\$120,993.60	\$1,000.00	\$1,000.00	\$122,993.60
Education(5%)	\$59.59	\$2,383.60	\$4,767.20	\$10,328.93	\$123,947.20	\$1,000.00	\$1,000.00	\$125,947.20
<b>Administrative Services Manager</b>								
Base Rate	\$57.07	\$2,282.84	\$4,565.68	\$9,892.31	\$118,707.68	\$0.00	\$0.00	\$118,707.68
Education(2.5%)	\$58.50	\$2,339.91	\$4,679.82	\$10,139.61	\$121,675.37	\$0.00	\$0.00	\$121,675.37
Education(5%)	\$59.92	\$2,396.98	\$4,793.96	\$10,386.92	\$124,643.06	\$0.00	\$0.00	\$124,643.06
<b>Finance Officer</b>								
Base Rate	\$48.08	\$1,923.20	\$3,846.40	\$8,333.87	\$100,006.40	\$0.00	\$0.00	\$100,006.40
Education(2.5%)	\$49.28	\$1,971.28	\$3,942.56	\$8,542.21	\$102,506.56	\$0.00	\$0.00	\$102,506.56
Education(5%)	\$50.48	\$2,019.36	\$4,038.72	\$8,750.56	\$105,006.72	\$0.00	\$0.00	\$105,006.72

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