



MEMORANDUM

Riverside County Fire Department

Bill Weiser
County Fire Chief

DATE: April 2024
FROM: Diane Sinclair, Fire Deputy Director of Administration
RE: FY 24/25 & FY 25/26 Exhibit A Estimates

The following cost parameters are included in each Exhibit A Estimate.

Exhibit A Estimate

- For FY 24/25, the direct CalFire personnel costs have been calculated using the following information.
 - All Salaries are based on Salary, Pay Differentials, and Operating Expenses Schedule FY 2024-2025 Memo dated February 14, 2024 (Attachment A) at the highest amount.
 - Benefits and Admin Fee are based on Staff Benefit Rate Matrix FY 2024-25 dated January 2024 – Preliminary (Attachment B).
 - The Benefit rate has a **one-time reduction** in retirement rates as outlined in the Local Government Cooperative Agreement Staff Benefit Rate 2024-25 Benefit Rate Matrix (Attachment C).
 - Included in each position calculation is 446 hours of overtime.
- For FY 25/26, the direct CalFire personnel costs have been calculated using the same information outlined above and eliminates the one-time retirement rate reduction.
- The direct County employee classifications estimates are based on FY 24/25 highest budgeted amount, not necessarily the highest step. All invoices will be at actual costs for the specific employee in the position.
- **Support Services Costs (Cost Allocation)**
 - All estimated costs are based on the FY 23/24 Cost Allocation and adjusted with a 5% increase and includes the new Battalion Chief Allocation methodology.
 - The Final FY 24/25 Cost Allocation is planned to be completed by July/August 2024, once the Board of Supervisors approves the Final FY 24/25 Budget.
 - The Final FY 24/25 Cost Allocation Plan is based upon budget and reconciled to actual costs in the 4th quarter invoice.

- The same rate is used for all future Exhibit A estimates.
- **Fire Engine Use Agreement**
 - The FY 24/25 rate has not changed from the amount provided in December 2023. The cost is based on the current contracted costs for Type I Fire Engines that have been received prior to FY 23/24. This cost is spread over 20 years to obtain the Use Agreement amount. The FY 23/24 cost is \$36,250 per engine.
 - The FY 25/26 rate will increase to \$55,000 per Type I Fire Engine. The cost of each Type I Fire Engine is \$1.1 million and has increased by \$375,000 since FY 19/20. The rate was last updated in FY 19/20.
 - The agreement is not a capital replacement fund. It guarantees a working fire engine is always available. If the city partner retains ownership, all capital improvements and insurance is the responsibility of the city. The city may donate the engine to the County and this responsibility will revert to the County.
- **Structural Fire Tax Credits** (for those cities with pass through on taxes)
 - The credit is the same as the amount estimated in the FY 23/24 Exhibit A estimates in December 2023
 - The credit is estimated based upon the final redevelopment amounts received in January 2023 and June 2023 and the Structural Taxes reported in December 2022 with an estimated historical growth.
 - The credit is an estimate. Each credit is reconciled with the actual reports from the County Auditor Controller in the 4th Quarter Invoice.
 - The same amount is used for all future Exhibit A estimates.

Please contact your respective Division Chief or Diane Sinclair at (951) 453-9066 diane.sinclair@fire.ca.gov or Letty Morales at (951) 940-6778 letty.morales@fire.ca.gov with any questions related to the Exhibit A estimate.

Thank you.

Attachments:

- A - Salary, Pay Differentials, and Operating Expenses Schedule FY 2024-2025 Memo Dated February 14, 2024
- B - Staff Benefit Rate Matrix FY 2024-25 dated January 2024 – Preliminary
- C - Local Government Cooperative Agreement Staff Benefit Rate 2024-25 Benefit Rate Matrix

ATTACHMENT A

State of California

Natural Resources Agency

Memorandum

To: Region Chiefs
Assistant Region Chiefs
Unit Chiefs
Unit LG Contacts

Date: February 14, 2024

Telephone: (530) 647-5209

Website: www.fire.ca.gov

From: DocuSigned by:
Nathan Barcklay
Nathan Barcklay
Assistant Deputy Director, Cooperative Fire
California Department of Forestry and Fire Protection (CAL FIRE)

Subject: 8500 COOPERATIVE FIRE PROGRAMS
Local Government Program
Schedule A and Amador Plan
Salary, Pay Differentials, and Operating Expense Schedule FY 2024-2025

The rates in this memorandum are for use in Public Resources Code (PRC) §4142 (Schedule A") and PRC §4144 ("Amador") Agreements for Fiscal Year 2024-2025. These rates are based on the current provisions of the negotiated Memorandum of Understanding (MOU) for the various Bargaining Units (BUs), laws, rules, regulations and/or personnel policies established by the California Department of Human Resources (Cal HR). This memorandum and any associated updates can be found on the CALFIRE Intranet under the Local Government Resources Page at: <https://inside.fire.ca.gov/offices-programs/fire-protection/local-government/>.

The salaries identified in this schedule are based on current negotiated Memorandum of Understandings up to June 30, 2024, and may be subject to change, as identified by CalHR. Bargaining Units other than BU8 may be affected as well.

STAFF BENEFIT RATES

The components of the staff benefit that apply to the salary and wages in the expense schedule are identified below and include:

¹Full Staff Benefit Rate.

²Retirement, Employee Leave Buyout, Medicare and Prefunding of post-employment benefits.

³Medicare only.

⁴Retirement, Medicare and Prefunding of post-employment benefits.

⁵Social Security and Medicare only.

*Staff Benefit Rates are not included for this expenditure.

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PAY DIFFERENTIALS

All pay differentials are classification specific and may be eliminated due to classification, duties, or qualification changes. For complete listing of rates for all eligible classifications, please refer to the pay differential.

1. NIGHT-SHIFT PAY DIFFERENTIAL¹

In accordance with [Night-Shift Pay Differential 85](#) and applicable BU MOUs, eligible rank and file employees in covered classifications working a qualifying shift and meeting the applicable criteria shall be eligible to receive this pay differential. This differential is included in the rate when calculating overtime.

BU 07 employees (e.g., Communications Operators) who regularly work shifts shall receive one dollar (\$1.75) per hour night shift pay differential.

2. HAZMAT PAY DIFFERENTIAL¹

In accordance with [Recruitment and Retention Pay Differential - Hazardous Materials \(HAZMAT\) 143](#) and the BU 08 MOU, Section 17.9, rank and file employees and excluded employees associated with BU 08 regularly assigned to any CAL FIRE dedicated HAZMAT emergency response unit on a full-time basis, or at the discretion of the Unit Chief, any BU 08 employee who is a HAZMAT Technician or Specialist, who is required to maintain certification and a yearly baseline physical as part of his/her assignment as a member of a HAZMAT Response Team shall be eligible to receive a pay differential of \$150 per pay period while so assigned. This differential is included in the rate when calculating overtime.

3. LONGEVITY PAY DIFFERENTIAL¹

In accordance with [Longevity Pay Differential 73](#) and the BU 08 MOU, Section 17.10, rank and file employees and excluded employees associated with BU 08, shall be eligible to receive a monthly pay differential calculated above the base salary as listed below and is included in the rate when calculating overtime:

YEARS OF SERVICE	RATE
17 and 18	3%
19	4%
20	5%
21	6%
22, 23, and 24	7%
25	9%

4. BILINGUAL PAY DIFFERENTIAL¹

In accordance with [Bilingual Pay Differential 14](#) and applicable BU MOUs, eligible rank and file employees and excluded employees meeting the applicable criteria shall be eligible to receive a pay differential for up to \$200 per pay period. This differential is included in the rate when calculating overtime for classifications eligible for overtime.

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5. EDUCATIONAL INCENTIVE PAY DIFFERENTIAL¹

In accordance with [Educational Incentive Pay Differential 45](#) and the BU 08 MOU, Section 17.11, all permanent rank and file employees who meet at least one of the following criteria will be eligible to receive a pay differential of \$150 per pay period:

- Permanent employees in fire protection classifications who have been journeyed under the approved Joint Apprenticeship Committee (JAC) program or who have been granted a journey-level equivalency, or permanent employees in fire protection classifications with an appointment prior to the initiation of the California Fire Fighter JAC program on July 1, 1983.
- Employees in the following classifications: Battalion Chief, Forester I, and Fire Captain.
- Permanent employees in classifications that do not require a JAC certificate program [e.g., Forestry Fire Pilot, Fire Prevention Assistant, Fire Prevention Specialist I and II, and Forestry Logistics Officer I] who have completed 60 units from and accredited community college, college, or university. This differential is included in the rate when calculating overtime.

6. ASSISTANT CHIEF PAY DIFFERENTIAL¹

In accordance with [Assistant Chief Pay Differential 9](#), employees in the Assistant Chief classification serving in a qualifying assignment (Deputy Chief) meeting the applicable criteria shall be eligible to receive a pay differential of 1.9% calculated above the base salary per pay period.

CLASSIFICATION	MAX
Assistant Chief	\$212

7. CAL FIRE CHIEF OFFICER AND RELATED CAREER EXECUTIVE ASSIGNMENT (CEA) RECRUITMENT AND RETENTION PAY DIFFERENTIAL¹

In accordance with [CAL FIRE Chief Officer and Related CEA Recruitment and Retention Pay Differential 369](#), eligible incumbents in an identified classification will receive this monthly pay differential, specific to the classification. This differential is for the purposes of recruiting and retaining experienced staff in the Chief Officer series. For the first 24 months, eligible incumbents will receive a monthly differential with a phased portion subject to CalPERS deduction. After 24 months, eligible incumbents receive the full monthly differential which will be subject to CalPERS deduction for retirement contributions.

STAGING PERIOD	CONTRIBUTION FACTOR
First 12-month period:	PERSable = smaller portion Non-PERSable = larger portion
Second 12-month period:	PERSable = larger portion Non-PERSable = smaller portion
After 24-month period:	All PERSable

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8. COMMERCIAL DRIVERS LICENSE PAY DIFFERENTIAL (HEM)¹

In accordance with the [Commercial Driver's License Class A or B Pay Differential 34](#) and the BU 12 MOU, Section 2.15, all Heavy Equipment Mechanics (HEM) shall be eligible to receive a pay differential of 5% per pay period for possession and use of a commercial driver license when regularly assigned to a position operating vehicles which require the appropriate driver's license. The 5% is calculated on the base salary at the maximum of Range A. This differential is included in the rate when calculating overtime.

CLASSIFICATION	MAX
Heavy Equipment Mechanic	314

9. PASSENGER ENDORSEMENT PAY DIFFERENTIAL (HFEO)¹

In accordance with [Passenger Endorsement Pay Differential 228](#) and the BU 08 MOU, Section 17.13 all permanent Heavy Fire Equipment Operators (HFEO) possessing a passenger endorsement on their driver's license are eligible to receive a pay differential of \$75 per pay period. This differential is included in the rate when calculating overtime.

10. FIRE MISSION PAY DIFFERENTIAL ¹

In accordance with [Fire Mission Pay Differential 59](#) and the applicable MOUs, employees in eligible classifications receive the appropriate increase during the declared fire season for the employee's Unit, Region, or other Administrative Unit. Eligible employees will receive a pay differential of one or two pay step increases in accordance with the pay differential. One step is equivalent to 5%. Heavy Equipment Mechanics earn two steps (10%) for this differential. This differential is included in the rate when calculating overtime.

CLASSIFICATION	MAX
Heavy Equipment Mechanic, Range A	\$628
Heavy Equipment Mechanic, Range B	\$689
Materials and Stores Specialist, Range A	\$228
Materials and Stores Specialist, Range B	\$250
Fire Prevention Specialist I	\$244
Fire Prevention Specialist II	\$279
Forestry Aide	\$208
Forestry Assistant I, Range A	\$277
Forestry Assistant I, Range B	\$303
Forestry Assistant, II Range A	\$318
Forestry Assistant, II Range B	\$349
Forestry Logistics Officer I, Range A	\$257
Forestry Logistics Officer I, Range B	\$283
Forestry Logistics Officer II	\$283
Forestry Technician, Range A	\$242
Forestry Technician, Range B	\$264

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11. EXTENDED DUTY PAY DIFFERENTIAL¹

In accordance with [Extended Duty Pay – Excluded Employees Pay Differential 54](#), excluded employees in eligible classifications whose primary responsibility is in a fire protection or resource management program are eligible for a 15% monthly pay differential. This is calculated on the employee's base salary.

CLASSIFICATION	MAX
Assistant Chief	\$1,672
Forestry Equipment Manager I	\$1,270
Forestry Equipment Manager II	\$1,349

12. PARAMEDIC RECRUITMENT AND RETENTION PAY DIFFERENTIAL⁴

In accordance with [Paramedic Recruitment and Retention Pay Differential 247](#) and the BU 08 MOU, Section 17.12, the pay differential shall be paid annually in the November pay period for the pay periods covering the previous November through October. This differential is included in the rate when calculating overtime. All qualifying pay periods in one of the following eligible classifications shall count in determining the rate of pay:

CLASSIFICATIONS
Fire Fighter II (Paramedic)
Fire Apparatus Engineer (Paramedic)
Fire Captain (Paramedic)

The rates are as follows:

QUALIFYING PAY PERIODS	COST PER PAY PERIOD
1-12	\$250
13-24	\$300
25-36	\$350
37 or more	\$500

If the employee transfers/promotes, the Unit receiving the employee will be responsible for the pay periods in the newly assigned Unit. The Unit where the employee came from will be responsible for the remaining pay periods.

13. EMERGENCY RESPONSE BONUS (ERB)⁴

In accordance with the [ERB Pay Differential 50](#), the following positions will be charged for extended staff availability if an employee is assigned to an Emergency Response Assignment. This 5% ERB is calculated on the employee's base salary.

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CLASSIFICATION	MAX.
Forestry Equipment Manager I	\$423
Forestry Equipment Manager II	\$450

14. RECRUITMENT AND RETENTION DIFFERENTIAL PAY – GREATER BAY AREA FACILITIES³

In accordance with the [Recruitment and Retention Pay Differential 409](#), unit 12 employees who are designated a headquarters work in the Greater Bay Area (counties include Alameda, Contra Costa, Marin, Monterey, Napa, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma), shall be eligible for a recruitment and retention differential of (5%) of their base pay for each qualifying pay period.

15. FLEXELECT AND COBEN EXCESS/CASH PAYMENT⁵

Employees may be eligible for a cash payment through [FlexElect](#) or [COBEN Excess/Cash](#). This compensation is included in the rate when calculating overtime.

FlexElect: Employees may be eligible to receive cash in lieu of their own State-sponsored medical insurance and/or dental insurance plan.

- \$128 per month in lieu of health plan only
- \$12 per month in lieu of dental plan only
- \$140 per month in lieu of health and dental plans

CoBen Cash: Employees may be eligible to receive cash in lieu of their own State-sponsored medical insurance and/or dental insurance plan.

- \$130 per month for employees in lieu of health plan only
- \$155 per month for employees in lieu of health and dental plans

CoBen Excess: Employees who elect to enroll in State-sponsored medical and/or dental insurance may receive the excess funds should their CoBen Allowance not be fully expended on coverage costs. Eligibility and cash amount vary by employee, Bargaining Unit and benefit plan.

SALARY AND POST COVERAGE**16. PERSONAL SERVICES MONTHLY SALARY RANGES¹**

See attached spreadsheet (Appendix A). For a complete listing of all civil service classifications and associated pay structure, please refer to the [State of California Civil Service Pay Scales](#).

17. CONTRACTUAL POST COVERAGE¹

The monthly contractual post coverage is calculated at top step for salary and Extended Duty Week Compensation (EDWC) overtime and benefits.

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OVERTIME AND OTHER MISCELLANEOUS COMPENSATION**18. EXTENDED DUTY WEEK COMPENSATION (EDWC) ²**

In accordance with the BU 8 MOU, EDWC (76 or 124 hours per work period) is calculated (rounded) utilizing the maximum salary rate of the classification utilizing

the BU 8 MOU formula described below. Additionally, the average monthly rate in the chart below is determined by multiplying the monthly EDWC compensation by the number of work periods per year (13), then dividing by 12.

Formula:

$$((Salary \div 4.33) \div Clock) \times factor = Hourly Rate of Pay (HROP)$$

The following budgeted Schedule A positions used by local government must have EDWC budgeted for **each month** at the following rates:

CLASSIFICATION	EDWC WITHOUT HAZMAT PAY DIFFERENTIAL*	EDWC WITH HAZMAT PAY DIFFERENTIAL*
Battalion Chief	\$4,449	\$4,530
Fire Apparatus Engineer	\$3,435	\$3,516
Fire Apparatus Engineer (Paramedic)**	\$3,941	\$4,022
Fire Captain, Range A	\$3,845	\$3,926
Fire Captain, Range B	\$4,231	\$4,312
Fire Captain (Paramedic)**	\$4,378	\$4,459
Fire Fighter I*	\$2,722	\$2,802
Fire Fighter II	\$3,105	\$3,185
Fire Fighter II (Paramedic)**	\$3,585	\$3,666
Heavy Fire Equipment Operator, Range A	\$3,804	\$3,926

* Includes Longevity Pay, but not eligible for Educational Pay Differential.

** Includes Paramedic Recruitment and Retention Pay Differential.

19. OVERTIME (OT)

OT requirements beyond the scheduled duty week should be budgeted at 1-1/2 times or the rate set forth in the applicable MOU. OT may also be budgeted to cover positions or may be in-lieu of the emergency response charge when continuous emergency availability is not required. The hourly rate of OT is dependent upon classification and additional compensation such as pay differentials.

- Certain classifications may or may not be subject to Social Security and/or Medicare. Eligibility may vary based upon classification and on employment history.

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20. AMADOR PROGRAM**ENGINE STAFFING**

CAL FIRE will assign sufficient personnel to provide one operator, per Amador engine, per day. The cooperater will be responsible for providing funds for a minimum of one employee, per engine, per day for 2.0 staffing and funding for any additional positions to meet engine staffing requirements in excess of 2.0 and all unplanned overtime costs.

SUPPORT STAFF RATES^o

Costs for Battalion Chiefs, Emergency Command Center Staff, Fire Prevention staff, Training staff or other positions with a significant commitment to the cooperating agency as determined by the Unit Chief are:

CLASSIFICATION	MONTHLY COST
Battalion Chief (Nonsupervisory)	\$1,119.00
Fire Captain	\$935.00
Fire Apparatus Engineer	\$831.00

21. OPERATING EXPENSES**A. Coveralls for Heavy Fire Equipment Operators (HFEO)* and HEM***

In accordance with BU 08 MOU, Section 11.12, HFEOs receive two sets of coveralls that are provided and maintained by the employer. The cost may vary depending on location.

In accordance with BU 12 MOU, Section 4.4, identified employees and HEMs receive employer-provided-and-maintained coveralls through a cleaning service. The cost may vary depending on location.

- Use \$12 per pay period for each HFEO and HEM

B. Communications

The communication rate from the Department of General Services (DGS) has been recalculated individually for each CAL FIRE Unit that is using the DGS Telecom Division. Use the following rates for Fiscal Year 2024-2025:

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.PUBLIC RESOURCES CODE SECTION 4144	
Mobile Radio	\$13.75
Electronic Siren	\$8.29
Fixed Stations	\$66.31
Handie Talkie	\$7.08
	HOURLY RATE
Engineer Time	\$171.00/hour
Technician Time	\$144.00/hour

C. Information Technology

Costs for Information Technology (IT) services are identified below:

IT SERVICE/MAINTENANCE	MONTHLY	ANNUALLY
Target Solutions Account CAL FIRE Uniform		\$75.00
Target Solutions Account CAL FIRE Support Staff and Assistant Chief and above		\$37.50
Target Solutions Account Seasonal Firefighter (FF)		\$50.00
Target Solutions Account Volunteer or Paid Call FF		\$50.00
INTIME Solutions/ ISELINK Account		\$57.00

D. Uniform Allowance³

For BU 01, BU 07, BU 12, and managers and supervisors, retirement or staff benefits are not deducted. BU 01, BU 07, and BU 12 employees must work an entire year to receive reimbursement.

In accordance with BU 07 MOU, employees receive a \$25 per month for the maintenance and cleaning of the uniforms.

For employees who work the whole month, bill the monthly rate. For employees who work less than a full month on Schedule A, calculate by the number of days worked within the month.

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BARGAINING UNIT	YEARLY RATE	MONTHLY RATE FOR BILLING PURPOSE ONLY
BU 08 and Supervisors/Managers MOU Section 12.3		
Permanent Full-Time Wearer	\$2,130	\$177.50
Seasonal	N/A	\$178.00
BU 12 MOU Section 12.8		
Heavy Equipment Mechanic	\$670	\$55.83
Materials and Stores Specialist	\$670	\$55.83
BU 07 MOU Section 12.2		
Communications Operator	\$950	\$104.17
BU 01 Supervisors MOU Section 12.11		
Business Service Officer I (Supervisor) (with receipts)	\$450	\$37.50

E. Tool Allowance

In accordance with BU 12 MOU Section 12.6 Permanent, Full-Time HEMs not provided with tools furnished by the contracting agent or having access to the necessary tools to perform required tasks will receive an annual tool allowance of \$575.

F. Utilities

Utilities and telephone charges are budgeted based on projections of actual expenses for 4142 agreements. Amador Plan utility rates are:

UTILITIES RATE PER MONTH	
Unit Emergency Command Center	\$129.00
Fire Station Normally Opened for Administration During Base Period	50% of Projected Costs
Fire Station Normally Closed (Except CAL FIRE Costs)	100% of Projected Costs

G. Vehicle Maintenance

- Local Agency-Owned Equipment that are to be maintained and repaired by CAL FIRE must be budgeted and listed by category (e.g., flat rate, mileage rate, or actual cost) in the Exhibit D, Schedule A and then described on Exhibit D, Schedule D of the Cooperative Fire Programs Fire Protection Reimbursement Agreement. Local agency equipment is categorized as follows:

1. RATED EQUIPMENT	2. UNRATED EQUIPMENT
(A) Monthly Flat Rate	(C) Actual Cost
(B) Mileage Rate	
(C) Actual Cost	

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- Rated Equipment 1(A) applies to fire apparatus built on commercial chassis less than 15 years old and on custom chassis less than 20 years old. Surveyed CAL FIRE engines and apparatus obtained through federal surplus may not be included. Equipment should be identified to the 3rd element as described below, then a Unit derived monthly flat rate should be set based on past and projected future expenses for the equipment funded in the contract.

Rated Equipment 1 (A) 1st Element Size and Type	2nd Element Main Engine Fuel Type	3rd Element Estimated Monthly Mileage
1. Fast Attack Unit	A = Gasoline	1. 0-500 miles
2. Engine Less Than 1000 GPM	B = Diesel	2. 500+ miles
3. Engine 1000 GPM and Over		
4. Aerial Apparatus or Other Specialized		
5. Water Tender, 1500 Gallons and Over		

- Rated Equipment 1(B) applies to passenger and service-type vehicles. Surveyed CAL FIRE vehicles and vehicles obtained through federal surplus may not be included.

Rated Equipment 1(B)	\$/Mile As of 01/01/24
Sedans/Pickups/Service Vehicles	\$0.67 (Set by IRS annually)

- Rated Equipment 1(C) and Unrated Equipment 2(C) applies to vehicles that will be operated, maintained and repaired at actual cost up to the maximum dollars budgeted in schedules. The hourly rate will be billed at \$200.00 an hour.
- State-Owned Equipment
State-owned vehicles registered in the name of the state and operated on behalf of the local agency.

Sedans/Pickups	\$/Mile As of 01/01/24
Schedule A	\$0.67 (Set by IRS annually)
Amador Plan	\$0.67 (Set by IRS annually)
Engines	\$/Month
Schedule A	\$2,305.57
Amador Plan	\$2,305.57

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Any questions on the Local Government Program should be directed to:
John Berglund (279) 224-4194; John.Berglund@fire.ca.gov, Cooperative Fire Deputy
Chief
Lev Karshtedt (916) 202-6403; Lev.Karshtedt@fire.ca.gov; Local Government
Program Manager

cc: Joe Tyler
Christy White
Kelly Mandell
Matthew Sully
Lev Karshtedt

Kerry Garcia
Melissa Gamer
David Scheurich
Ruth Torres
John Berglund

APPENDIX A
PERSONNEL SERVICES MONTHLY SALARY RANGES

(For a full listing of all civil service classifications, see the [State of California Civil Service Pay Scales](#))

CBID	RET.	CLASSIFICATION	MINIMUM	MAXIMUM
S08	POF	Assistant Chief	\$8,615	\$11,146
R08	POF	Battalion Chief	\$5,739	\$7,447
R08	POF	Fire Apparatus Engineer	\$4,630	\$5,718
R08	POF	Fire Apparatus Engineer (Paramedic)	\$4,949	\$6,123
R08	POF	Fire Captain (Paramedic)	\$5,195	\$6,732
R08	POF	Fire Captain, Range A	\$4,949	\$6,416
R08	POF	Fire Captain, Range B	\$5,432	\$7,075
R08	POF	Fire Fighter II	\$3,975	\$5,155
R08	POF	Fire Fighter II (Paramedic)	\$4,255	\$5,515
R08	POF	Firefighter I	\$3,672	\$4,643
S08	POF	Forestry Equipment Manager I	\$6,525	\$8,468
S08	POF	Forestry Equipment Manager II	\$6,927	\$8,991
R08	POF	Heavy Fire Equipment Operator, Range A	\$5,196	\$6,416
R08	POF	Forestry Aide	\$3,367	\$4,163
R08	POF	Forestry Technician, Range A	\$3,730	\$4,837
R08	POF	Forestry Technician, Range B	\$4,075	\$5,287
R08	POF	Forestry Assistant I, Range A	\$4,268	\$5,532
R08	POF	Forestry Assistant I, Range B	\$4,672	\$6,058
R08	POF	Forestry Assistant II, Range A	\$4,899	\$6,355
R08	POF	Forestry Assistant II, Range B	\$5,377	\$6,975
R07	SAF	Communications Operator, Range A	\$4,508	\$6,208
R07	SAF	Communications Operator, Range B	\$5,101	\$7,023
R01	MIS	Accountant I (Specialist), Range A	\$3,818	\$4,782
R01	MIS	Accounting Technician	\$3,543	\$4,440
S01	MIS	Administrative Officer I, Res. Agency, Range A	\$4,268	\$5,268
S01	MIS	Administrative Officer I, Res. Agency, Range B	\$5,117	\$6,333
S01	MIS	Administrative Officer II, Res. Agency	\$6,149	\$7,641
R01	MIS	Business Service Officer I (Specialist), Range A	\$4,726	\$5,916
R08	MIS	Fire Prevention Specialist I	\$3,730	\$4,885
R08	MIS	Fire Prevention Specialist II	\$4,268	\$5,589
R08	MIS	Forestry Logistics Officer I, Range A	\$3,976	\$5,147
R08	MIS	Forestry Logistics Officer I, Range B	\$4,326	\$5,663
S08	MIS	Forestry Logistics Officer II	\$4,369	\$5,657
R12	MIS	Heavy Equipment Mechanic, Range A	\$5,445	\$6,276
R01	MIS	Information Technology Associate	\$6,147	\$8,238
R01	MIS	Information Technology Specialist I	\$7,413	\$9,932
S01	MIS	Information Technology Supervisor II	\$8,016	\$10,741
R12	MIS	Materials and Stores Specialist, Range A	\$3,762	\$4,697
R12	MIS	Materials and Stores Specialist, Range B	\$4,091	\$5,151
R04	MIS	Office Assistant (General), Range A	\$2,985	\$3,737
R04	MIS	Office Assistant (General), Range B	\$3,281	\$4,107
R04	MIS	Office Assistant (Typing), Range A	\$3,085	\$3,863
R04	MIS	Office Assistant (Typing), Range B	\$3,346	\$4,190

**APPENDIX A
PERSONNEL SERVICES MONTHLY SALARY RANGES (Cont'd.)**

CBID	RET.	CLASSIFICATION	MINIMUM	MAXIMUM
R04	MIS	Office Technician (General), Range A	\$3,543	\$4,440
R04	MIS	Office Technician (Typing), Range A	\$3,609	\$4,518
R01	MIS	Research Data Analyst I	\$5,212	\$6,524
R01	MIS	Research Data Analyst II	\$6,265	\$7,848
R01	MIS	Staff Services Analyst (General), Range A	\$3,640	\$4,561
R01	MIS	Staff Services Analyst (General), Range B	\$3,941	\$4,933
R01	MIS	Staff Services Analyst (General), Range C	\$4,726	\$5,916
R01	MIS	Telecommunications Systems Analyst I	\$4,726	\$6,212
R01	MIS	Telecommunications Systems Analyst II	\$5,684	\$7,474
R12	MIS	Warehouse Worker, Range A	\$3,762	\$4,295
R12	MIS	Heavy Equipment Mechanic, Range A	\$5,445	\$6,276
R12	MIS	Heavy Equipment Mechanic, Range B	\$5,978	\$6,888

NOTE: Some civil service classifications include alternate ranges if applicable criteria are met.

PAY DIFFERENTIAL MATRIX					
PAY DIFFERENTIAL	PAY DIFF #	PERSable	OVERTIME	LUMP SUM	OPEB
Night Shift	85	Y	Y	Y	Y
Hazmat	143	Y	Y	Y	Y
Longevity	73	Y	Y	Y	Y
Bilingual	14	Y	Y	Y	Y
Education	45	Y	Y	Y	Y
Assistant Chief	9	Y	N	Y	Y
Recruitment and Retention	369	Y	N	Y	Y
Commercial DL	34	Y	Y	Y	Y
Passenger Endorsement	228	Y	Y	Y	Y
Fire Mission	59	Y	Y	Y	Y
Extended Duty Pay	54	Y	N	Y	Y
Paramedic	247	Y	Y	N	Y
Emergency Response Bonus	50	Y	N	N	Y
Incident Command Assignment	63	N	N	N	N

ATTACHMENT B

STAFF BENEFIT RATE MATRIX 2024-25
January 2024 - Preliminary

STAFF BENEFIT RATES	MISC	MISC BU8	MISC BU12	SAFETY BU7	SAFETY BU12	POF BU8
RETIREMENT	26.60%	26.60%	26.60%	19.18%	19.18%	30.45%
EMPLOYEE LEAVE BUYOUT	3.24%	3.24%	3.24%	3.24%	3.24%	3.24%
HEALTH/DENTAL/VISION (HDV)	26.10%	26.10%	26.10%	26.10%	26.10%	26.10%
SOCIAL SECURITY INSURANCE (SSI)	6.20%	6.20%	6.20%	n/a	n/a	n/a
MEDICARE TAX	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
LIFE INSURANCE	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SURVIVOR'S BENEFITS	0.12%	0.12%	0.12%	0.12%	0.12%	0.12%
PREFUNDING OF POST EMPLOYMENT BENEFITS	3.00%	3.90%	3.60%	4.00%	3.60%	3.90%
SUBTOTAL	66.71%	67.61%	67.31%	54.09%	53.69%	65.26%
WORKERS' COMPENSATION	10.59%	10.59%	10.59%	10.59%	10.59%	10.59%
TOTAL	77.30%	78.20%	77.90%	64.68%	64.28%	75.85%

UNEMPLOYMENT INSURANCE (applied to Fire Fighter I only)	MISC	MISC BU8	MISC BU12	SAFETY BU7	SAFETY BU12	POF BU8
UNEMPLOYMENT INSURANCE	n/a	n/a	n/a	n/a	n/a	8.61%

ADMINISTRATIVE RATE (include in all contract costs)	MISC	MISC BU8	MISC BU12	SAFETY BU7	SAFETY BU12	POF BU8
STATEWIDE PRO RATA	5.72%	5.72%	5.72%	5.72%	5.72%	5.72%
CAL FIRE INDIRECT	6.38%	6.38%	6.38%	6.38%	6.38%	6.38%
TOTAL	12.10%	12.10%	12.10%	12.10%	12.10%	12.10%

STAFF BENEFIT RATES	MISC	MISC BU8	MISC BU12	SAFETY BU7	SAFETY BU12	POF BU8
UNPLANNED OVERTIME**	7.65%	7.65%	7.65%	1.45%	1.45%	1.45%
EDWC OVERTIME***	0.00%	0.00%	0.00%	0.00%	0.00%	39.04%
UNIFORM ALLOWANCE*	0.00%	0.00%	0.00%	0.00%	0.00%	1.45%
PARAMEDIC RETENTION****	0.00%	0.00%	0.00%	0.00%	0.00%	31.90%
EMERGENCY RESPONSE BONUS****	0.00%	0.00%	0.00%	0.00%	0.00%	31.90%
ARDUOUS DUTY ASSIGNMENT**	7.65%	7.65%	7.65%	0.00%	0.00%	1.45%

- * Medicare
- ** Social Security and Medicare
- *** Retirement, Employee Leave Buyout, Medicare, and Prefunding of post employment benefits
- **** Retirement and Medicare

Please contact Lev Karshedt at Lev.Karshedt@fire.ca.gov or Chief John Berglund at John.Berglund@fire.ca.gov if there are questions regarding these rates.

ATTACHMENT C

**Local Government Cooperative Agreement Staff Benefit Rate
2024-25 Benefit Rate Matrix
January 2024 - Preliminary**

Detailed below is the information on all benefit rates for 2024-25:

1) Retirement

- The retirement rates are based on the proposed rates in the 2024-25 Governor’s Budget, displayed within Control Section 3.60 of the budget bill (SB 917 and AB 1812) for Miscellaneous (weighted average of Tier 1 and Tier 2); State Safety; and Peace Officer/Firefighter (PO/FF) employees.
- If the proposal is approved, the retirement rates will decrease by 5.40 percent for Miscellaneous, decrease by 3.57 percent for Safety, and decrease by 19.55 percent for Peace Officer/Firefighter employees.
- The 2024-25 Governor’s Budget proposes to apply the prior 2023 supplemental pension payment to reduce the unfunded actuarial liability, which will result in reduced employer contribution rates for one year, if approved.
- If the proposal is approved, projected rates will be reduced for one year and then return to a similar level the following year, as shown:

	Current Year*	Proposed Budget Year*	Projected Budget Year +1*
Misc 1 & 2	32.00%	26.60%	32.80%
Industrial	21.00%	15.58%	21.88%
Safety	22.75%	19.18%	24.18%
PO/FF	50.00%	30.45%	50.55%

* Rates for all years are inclusive of AB 340 (Government Code section 20683.2) amounts

- These rates are subject to change when the CalPERS Board adopts the 2024-25 rates in Spring 2024 and/or when the final rates are adopted as part of the 2024 Budget Act.
- CAL FIRE will work with its internal Administration partners to monitor this budget proposal and communicate out the final budget outcome as soon as it's finalized and shared.

2) Employee Leave Buyout

- The Employee Leave Buyout rate is based on a five-year average of the 2018-19 through 2022-23 past year actuals of all local government employees. The rate is calculated by taking a five-year average of the local government buy-out total costs and Temporary Help Safety Retirement Overlap costs divided by a five-year average of the total local government Salaries & Wages and Temporary Help costs.

**Local Government Cooperative Agreement Staff Benefit Rate
2024-25 Benefit Rate Matrix
January 2024 - Preliminary**

- The Employee Leave Buyout rate has increased 0.11 percent due to an increase in local government retirement costs being greater than the local government Salaries & Wages costs.

3) Health/Dental/Vision (H-D-V)

- The H-D-V rate of 26.1 percent is based on the projected total anticipated H-D-V cost for 2024-25, inclusive of a 2025 premium increase estimate. This preliminary rate is subject to change when the CalPERS Annual Health Premiums for calendar 2025 are finalized by the CalPERS Board.
- The H-D-V rate is calculated using the local government H-D-V costs divided by the total of the local government Salaries & Wages and Temporary Help costs.

4) Social Security Insurance (SSI)

- The SSI rate is determined by the federal government and is only applied to Miscellaneous employees, as Safety and POF employees are not eligible for Social Security when they retire. If the federal government changes the rate prior to June 30, that change will be reflected in the final Miscellaneous employees' SSI rate. For context, the SSI rate has not changed historically for many years.

5) Medicare Tax

- The Medicare Tax rate is determined by the federal government. If the federal government changes the rate prior to June 30, that change will be reflected in the final benefit rates. The rate is assessed to every employee's base salary and is also assessed against Unplanned Overtime and Extended Duty Week Compensation. The Medicare Tax rate has not changed historically for many years.

6) Life Insurance

- The rate is determined by the local government life insurance costs divided by the total of the local government Salaries & Wages and Temporary Help costs. The rate is not applied to safety classifications since there are currently no safety supervisors in local government agreements with CAL FIRE. The life insurance rate did not change from the prior fiscal year.

7) Survivor's Benefits

- The rate is determined by the total employer contribution rate, which is set annually by CalPERS. If the rate changes prior to June 30, that change will be reflected in the final benefit rates.

**Local Government Cooperative Agreement Staff Benefit Rate
2024-25 Benefit Rate Matrix
January 2024 - Preliminary**

- The survivor's benefit rate could change with the final benefit rates if CalPERS adopts new 2024-25 State 1959 Survivor Monthly Premiums.
- The survivor's benefit rate calculation is determined by multiplying the required employer and employee premiums for the state 5th Level of 1959 survivor benefits; then multiplying by the number of local government employees to get the total premium. The total premium is divided by the total local government employee Salaries & Wages and Temporary Help costs.

8) Prefunding of Post-Employment Benefits (OPEB)

- The annual budget, based on the applicable Bargaining Unit Memorandum of Understanding, requires a state employer contribution to prefund retiree healthcare, referred to as OPEB:
 - Bargaining Unit 1, 4, 15 – 3.0 percent
 - Bargaining Unit 7 – 4.0 percent
 - Bargaining Unit 8 – 3.9 percent
 - Bargaining Unit 12 –3.6 percent
- The OPEB rates are based on the rates displayed in the 2024-25 proposed budget bill under Control Section 3.61 by Bargaining Unit.

**Local Government Cooperative Agreement Staff Benefit Rate
2024-25 Benefit Rate Matrix
January 2024 - Preliminary**

9) Workers' Compensation

- The Workers' Compensation rate is calculated based upon the total departmental Workers' Compensation costs divided by the total departmental Salaries & Wages and Temporary Help costs.
- The Workers' Compensation rate increased by 0.98 percent due to an increase in total Workers' Compensation costs being more significant than the increases in total Departmental payroll costs.

10) Unemployment Insurance

- The Unemployment Insurance rate is calculated by the total departmental Unemployment Insurance costs divided by the total department Temporary Help costs.
- The Unemployment rate decreased 0.74 percent due to a decrease in total Unemployment Insurance costs being more significant than the total Departmental Temporary Help payroll costs.

11) Administrative Rate

- The 2024-25 Local Government Rate is currently 12.10 percent, which is the last state and federal control agency approved (2022-23) rate.
- CAL FIRE will continue to apply the 2022-23 12.10 percent Local Government Rate until CAL FIRE's 2023-24 indirect cost rate is approved by the United States Forest Service who is presently reviewing it. Once approved, CAL FIRE will prospectively charge the latest approved state and federal control agency rate.