



MEMORANDUM

Riverside County Fire Department

Bill Weiser
County Fire Chief

DATE: March 2021

FROM: Diane Sinclair, Fire Deputy Director of Administration

RE: FY 21/22 Cooperative Agreement Information

The following updates are included in each Cooperative Agreement.

Cooperative Agreement Language Update

- The services provided by the County Emergency Management Department (EMD) have been eliminated from Fire's agreement. If EMD services are desired, our City Partner may contract directly with EMD. The costs associated with these services have been eliminated as well.

Exhibit A

- The direct CalFire personnel costs have been calculated using the following available information.
 - All Salaries are based on Salary, Pay Differentials, and Operating Expenses Schedule FY 2021-2022 dated January 12, 2021 (attached) at the highest amount. The salaries include the reinstatement of the FY 20/21 one-time salary cut of 7.5% and a salary increase of 2.5%.
 - Benefits and Admin Fee are based on Staff Benefit Rate Matrix FY 2021-22 dated February 2021 – Preliminary (attached). The benefit percentage decreases by 2.53% from FY 20/21. The decrease from FY 19/20 to FY 20/21 was 24.59%
 - The recent significant benefit percentage decrease is due to a change in how benefits are accounted. The shift is from a percentage to a direct charge. The direct cost of these benefits is accounted for in each position. The direct cost of benefits (COBEN) is based on FY 20/21 1st Quarter AO-17 actual cost data.
 - Attached are the talking points for FY 21/22 and 20/21 provided by the State.
 - Included in each position calculation is 446 hours of overtime.
 - Each subsequent year after FY 21/22 includes a flat increase of 5%. Calfire personnel do not have a completed labor agreement to calculate future years accurately.
 - The staff benefit matrix provided is preliminary. We expect to receive a final rate matrix between August 2021 and November 2021. New Exhibit estimates will be completed once the final is received.
- The direct County employee classifications are based on FY 21/22 highest budgeted amount, not necessarily the highest step. This amount includes a 2% increase effective in May 2021 and another

2% in May 2022. All invoices will be at actual costs for the specific employee in the position. All years past FY 21/22 include a flat increase of 2%.

- Support Services Costs
 - All costs are estimated based on the FY 20/21 Cost Allocation and adjusted with known changes. The Final FY 21/22 Cost Allocation is planned to be completed by July/August 2021, once the Board of Supervisors approves the Final FY 21/22 Budget.
 - The Final FY 21/22 Cost Allocation Plan will be based upon budget and reconciled to actual costs in the 4th quarter invoice.
 - Adjustments to FY 20/21 Allocation Plan to estimate FY 21/22 is as follows:
 - All Calfire personnel updated with the same assumptions outlined under the Exhibit A information.
 - Emergency Management Department (EMD) costs have been removed. The cost was 3.1 million.
 - Historically costs increased 2.5% to 5% annually; each specific rate increased by 2.5% after the adjustments listed above. The years following are increased by 5%. This increase is the result of too many unknowns for the years after FY 21/22. The County only completes single-year budgets, and Calfire personnel will begin bargaining a new labor contract.

- Fire Engine Use Agreement
 - The cost is based on the current contracted costs for a Type I Fire Engine. It has been several years since we updated our purchasing contract for Type I Fire Engines; therefore, the amount has remained flat. This fiscal year, we are completing a new contract for Fire Engines. The initial cost is 725,000 and may be at 770,000 once the contract is fully completed (all amendments). This cost is spread over 20 years to obtain the Use Agreement amount. The FY 21/22 cost is 36,250 per engine. We only adjust this rate when actual known costs change. It may go up a little more in FY 22/23 when a final rate is established (closer to 770K). We do not modify the amount in the middle of a fiscal year.
 - 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.

Please contact Diane Sinclair at (951) 940-6846 diane.sinclair@fire.ca.gov or Letty Morales at (951) 940-6778 letty.morales@fire.ca.gov with any questions related to the Cooperative Agreement or Exhibit A.

Thank you.

Attachments:

Salary, Pay Differentials, and Operating Expenses Schedule FY 2021-2022 Dated January 12, 2021

Staff Benefit Rate Matrix FY 2021-22 dated February 2021 – Preliminary

2020-21 Final July Rate Talking Points

2021-22 PRELIM FEB Rate Talking Points February 21

State of California

Natural Resources Agency

Memorandum

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

Date: January 12, 2021

Telephone: (916) 653-6198

Website: www.fire.ca.gov

Chris Anthony

From: **Chris Anthony**
Assistant Deputy Director, Cooperative Fire Protection, Training, Safety and EMS
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 2021-2022

The rates in this memorandum are for use in Public Resources Code (PRC) §4142 (Schedule A) and PRC §4144 ("Amador") Agreements for Fiscal Year 2021-2022. 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: <http://calfireweb/organization/fireprotection/localgovernment/rates.shtm>. Please refer to the latest update before initiating any contract.

The following components should be reviewed for effects on individual agreements:

PAY DIFFERENTIALS

All pay differentials are classification specific and may be eliminated due to classification, duties, or qualification changes.

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.

⁰Staff Benefit Rate Included; ¹Full Staff Benefit Rate; ²Retirement, Employee Leave Buyout, Medicare and Prefunding of post-employment benefits; ³Medicare only; ⁴Retirement and Medicare only; ⁵Social Security and Medicare only; *Staff Benefit Rates are not included for this expenditure. Salaries identified are based on current negotiated Memorandum of Understandings and applicable projected increases scheduled for implementation on July 1, 2021, and may be subject to change, as identified by CalHR.

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- For BU 07 employees (e.g., Communications Operators), if four or more hours of the regularly scheduled work shift falls between 1800-0600 hours, add \$1.00/hour for the entire shift. BU 07 employees must work the regularly scheduled work shift for a minimum duration of one month.

NOTE: For a complete listing of rates for all eligible BUs, please refer to the 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:

YEARS OF SERVICE	RATE
17 and 18	1%
19	2%
20	3%
21	4%
22, 23, and 24	5%
25	7%

This differential is included in the rate when calculating overtime.

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.

NOTE: For a complete listing of rates for all eligible BUs, please refer to the pay differential.

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 \$75 per pay period:

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- 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	\$189

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 (i.e., Assistant Chief, Senior Aviation Officer, Senior Forestry Equipment Manager, Forestry and Fire Protection Administrator, Unit Chief, or CEA) 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.

NOTE: For a complete listing of rates for all eligible classifications and the staged CalPERSability, please refer to the pay differential. *Retired Annuitants are not eligible unless approved under GC 21232.

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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	\$281

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%. This differential is included in the rate when calculating overtime.

CLASSIFICATION	MAX
Aviation Officer II (Maintenance)	\$438
Aviation Officer III (Maintenance)	\$482
Aviation Officer II (Flight Operations)	\$438
Aviation Officer III (Flight Operations)	\$482
Heavy Equipment Mechanic, Range A	\$562
Heavy Equipment Mechanic, Range B	\$616
Materials and Stores Specialist, Range A	\$212
Materials and Stores Specialist, Range B	\$233
Fire Prevention Specialist I	\$218
Fire Prevention Specialist II	\$249
Forestry Aide	\$186
Forestry Assistant I, Range A	\$247
Forestry Assistant I, Range B	\$270
Forestry Assistant, II Range A	\$283
Forestry Assistant, II Range B	\$311
Forestry Logistics Officer I, Range A	\$229

⁰Staff Benefit Rate Included; ¹Full Staff Benefit Rate; ²Retirement, Employee Leave Buyout, Medicare and Prefunding of post-employment benefits; ³Medicare only; ⁴Retirement and Medicare only; ⁵Social Security and Medicare only; *Staff Benefit Rates are not included for this expenditure. Salaries identified are based on current negotiated Memorandum of Understandings and applicable projected increases scheduled for implementation on July 1, 2021, and may be subject to change, as identified by CalHR.

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Forestry Logistics Officer I, Range B	\$252
Forestry Logistics Officer II	\$247
Forestry Technician, Range A	\$216
Forestry Technician, Range B	\$236

NOTE: For a complete listing of rates for all eligible BUs, please refer to the pay differential.

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	\$1,491
Forester II (Supervisory)	\$1,278
Forester III	\$1,343
Forestry and Fire Protection Administrator	\$1,565
Forestry Equipment Manager I	\$1,127
Forestry Equipment Manager II	\$1,196
Senior Aviation Officer	\$1,561
Senior Forestry Equipment Manager	\$1,349
Unit Chief	\$1,565

NOTE: Retired annuitants are not eligible unless appointed under Government Code section 21232. For a complete listing of rates for all eligible BUs, please refer to the pay differential.

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. 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)

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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.

CLASSIFICATION	MAX.
Forestry Equipment Manager I	\$376
Forestry Equipment Manager II	\$399
Forester I (Non-supervisory)	\$361
Forester II (Supervisory)	\$426
Forester III	\$448

14. FAIR LABOR STANDARDS ACT (FLSA) EXEMPT EMPLOYEE PAY DIFFERENTIAL FOR EXTREMELY ARDUOUS WORK AND EMERGENCIES*

In accordance with the [Arduous Pay Differential 62](#), FLSA exempt employees in specific bargaining units are eligible to receive this pay differential when performing arduous work that exceeds the normal demands of state service employment. Eligible employees are paid in increments of \$300 per work week up to \$1,200 total per pay period. Employees may receive this pay differential for up to four months per fiscal year (or per event for emergencies involving loss of life or property).

NOTE: For a complete listing of rates for all eligible classifications, please refer to the pay differential.

15. HEALTH CASH PAYMENT⁵

Employees in Bargaining Units 1 and 4 will be eligible for a \$260 monthly differential. This payment will be provided commencing with the July 1, 2020 period, expiring after the June 2022 pay period.

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16. FLEXELECT AND COBEN EXCESS/CASH PAYMENT³

Employees may be eligible for a cash payment through [FlexElect](#) or [COBEN Excess/Cash](#).

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:

- \$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: Eligibility and cash amount varies by employee, Bargaining Unit and benefit plan.

SALARY AND POST COVERAGE

17. 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](#).

18. CONTRACTUAL POST COVERAGE¹

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

OVERTIME AND OTHER MISCELLANEOUS COMPENSATION

19. EXTENDED DUTY WEEK COMPENSATION (EDWC) (formerly Planned Overtime)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.

⁰Staff Benefit Rate Included; ¹Full Staff Benefit Rate; ²Retirement, Employee Leave Buyout, Medicare and Prefunding of post-employment benefits; ³Medicare only. ⁴Retirement and Medicare only; ⁵Social Security and Medicare only; *Staff Benefit Rates are not included for this expenditure. Salaries identified are based on current negotiated Memorandum of Understandings and applicable projected increases scheduled for implementation on July 1, 2021, and may be subject to change, as identified by CalHR.

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Formula:

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

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

** Includes Paramedic Recruitment and Retention Pay Differential.

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 (84-hour)	\$6,303	\$6,435
Battalion Chief (72-hour)	\$3,863	\$3,944
Fire Apparatus Engineer	\$2,976	\$3,057
Fire Apparatus Engineer (Paramedic)**	\$3,452	\$3,533
Fire Captain, Range A	\$3,334	\$3,415
Fire Captain (Paramedic)**	\$3,835	\$3,915
Fire Fighter I*	\$2,382	\$2,463
Fire Fighter II	\$2,687	\$2,768
Fire Fighter II (Paramedic)**	\$3,072	\$3,221
Fire Lookout*	\$2,312	\$2,393
Forestry Fire Pilot	\$4,531	\$4,611
Heavy Fire Equipment Operator, Range A	\$3,334	\$3,415

20. 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.

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

Bargaining Unit 7

OT is calculated (rounded) for the following classification, utilizing the maximum rate of the classification based upon the [Civil Service Pay Scale](#).

CLASSIFICATIONS	OT HOURLY RATE
Communications Operator, Range A	\$47
Communications Operator, Range B	\$53

⁰Staff Benefit Rate Included; ¹Full Staff Benefit Rate; ²Retirement, Employee Leave Buyout, Medicare and Prefunding of post-employment benefits; ³Medicare only; ⁴Retirement and Medicare only; ⁵Social Security and Medicare only; *Staff Benefit Rates are not included for this expenditure. Salaries identified are based on current negotiated Memorandum of Understandings and applicable projected increases scheduled for implementation on July 1, 2021, and may be subject to change, as identified by CalHR.

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Bargaining Unit 12

OT is calculated (rounded) for the following classification, utilizing the maximum rate of the classification based upon the [Civil Service Pay Scale](#) and includes the Commercial Driver's License Endorsement Pay Differential.

CLASSIFICATION	OT HOURLY RATE	OT HOURLY RATE WITH FIRE MISSION PAY DIFFERENTIAL
Heavy Equipment Mechanic, Range A	\$55	\$61

Bargaining Unit 8

For the following classifications, OT is calculated (rounded) based upon the maximum salary rate of the classification utilizing the BU 8 MOU formula described below.

Formula:

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

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

** Includes Paramedic Recruitment and Retention Pay Differential.

*** Includes Fire Mission Pay Differential

CLASSIFICATIONS	OT HOURLY RATE	OT HOURLY RATE WITH HAZMAT PAY DIFFERENTIAL
Battalion Chief (84-hour, 72-hour)	\$46	\$46
Fire Apparatus Engineer	\$35	\$36
Fire Apparatus Engineer (Paramedic)**	\$42	\$43
Fire Captain, Range A	\$40	\$40
Fire Captain (Paramedic)**	\$47	\$48
Fire Fighter II	\$38	\$33
Fire Fighter II (Paramedic)**	\$38	\$39
Fire Lookout*	\$28	\$29
Fire Prevention Specialist I***	\$46	\$47
Fire Prevention Specialist II***	\$52	\$53
Fire Fighter I*	\$29	\$30
Forestry Logistics Officer I, Range A***	\$48	\$50
Forestry Logistics Officer I, Range B***	\$54	\$55
Heavy Fire Equipment Operator, Range A	\$40	\$41

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21. WORK WEEK GROUP (WWG) E REALLOCATION TO WWG 2*

The Forester I (Nonsupervisory) classification is eligible to be reallocated. All qualifying emergency overtime will be compensated, with cash or compensating time off (CTO) at the Department's discretion, at the time and one-half rate when the criterion identified in Section 10 of the State of California Civil Service Pay Scales are met.

22. AMADOR PROGRAM**ENGINE STAFFING**

Minimum staffing for Amador engines is 2.0. 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) (84-hour)	\$1,119.00
Battalion Chief (Nonsupervisory) (72-hour)	\$1,107.00
Fire Captain	\$935.00
Fire Apparatus Engineer	\$831.00

NOTE: See *Amador Plan*, at

<http://calfireweb/library/handbooks/8500/8554.pdf>

23. OPERATING EXPENSES**A. Coveralls for Heavy Fire Equipment Operators (HFEO)***

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.

- Use \$9 per pay period for each HFEO.

^oStaff Benefit Rate Included; ¹Full Staff Benefit Rate; ²Retirement, Employee Leave Buyout, Medicare and Prefunding of post-employment benefits; ³Medicare only; ⁴Retirement and Medicare only; ⁵Social Security and Medicare only; *Staff Benefit Rates are not included for this expenditure. Salaries identified are based on current negotiated Memorandum of Understandings and applicable projected increases scheduled for implementation on July 1, 2021, and may be subject to change, as identified by CalHR.

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B. Coveralls for HEM*

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 \$9 per pay period for each HEM.

C. 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 2021-2022:

PUBLIC RESOURCES CODE SECTION 4142	
	TOTAL MONTHLY MAINTENANCE COST
Riverside County Fire Department	\$48,240.43
City of Highland	\$128.41
Yucaipa Telecom	\$256.83
Merced County Fire	\$170.63

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

D. Information Technology

Costs for Information Technology (IT) services are identified below and are either per employee or device:

IT SERVICE/MAINTENANCE	MONTHLY	ANNUALLY
Outlook Email Account	\$50.00	\$600.00
Target Solutions Account CAL FIRE Uniform		\$75.00
Target Solutions Account CAL FIRE Support Staff and Assistant Chief and above		\$37.50

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Target Solutions Account Seasonal Firefighter (FF)		\$50.00
Target Solutions Account Volunteer or Paid Call FF		\$50.00
INTIME Solutions/ ISELINK Account		\$57.00

E. 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 monthly uniform cleaning fee. The cleaning fee is included in the yearly and monthly rates.

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.

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

F. 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.

⁰Staff Benefit Rate Included; ¹Full Staff Benefit Rate; ²Retirement, Employee Leave Buyout, Medicare and Prefunding of post-employment benefits; ³Medicare only. ⁴Retirement and Medicare only; ⁵Social Security and Medicare only; *Staff Benefit Rates are not included for this expenditure. Salaries identified are based on current negotiated Memorandum of Understandings and applicable projected increases scheduled for implementation on July 1, 2021, and may be subject to change, as identified by CalHR.

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G. 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	\$90.00
Fire Station Normally Opened for Administration During Winter	50% of Projected Costs
Fire Station Normally Closed (Except CAL FIRE Costs)	100% of Projected Costs

H. 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	

- 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.

<u>Rated Equipment 1 (A)</u> 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		

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- 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 01/01/21
Sedans/Pickups/Service Vehicles	\$0.56

- 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.
- 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 01/01/21
Schedule A	\$0.56
Amador Plan	\$0.56
Engines	\$/Month
Schedule A	\$1,431.00
Amador Plan	\$1,431.00

Any questions on the Local Government Program should be directed to Gabrielle Avina at (916) 653-9475.

cc: Joe Tyler
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Danielle Greco
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Kerry Garcia
Christy White
Gabrielle Avina
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⁰Staff Benefit Rate Included; ¹Full Staff Benefit Rate; ²Retirement, Employee Leave Buyout, Medicare and Prefunding of post-employment benefits; ³Medicare only. ⁴Retirement and Medicare only; ⁵Social Security and Medicare only; *Staff Benefit Rates are not included for this expenditure. Salaries identified are based on current negotiated Memorandum of Understandings and applicable projected increases scheduled for implementation on July 1, 2021, and may be subject to change, as identified by CalHR.

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	\$7,881	\$9,937
R08	POF	Battalion Chief – 84 hr. or 72 hr.	\$5,250	\$6,639
R08	POF	Fire Apparatus Engineer	\$4,235	\$5,098
R08	POF	Fire Apparatus Engineer (Paramedic)	\$4,528	\$5,458
R08	POF	Fire Captain (Paramedic)	\$4,848	\$6,122
R08	POF	Fire Captain, Range A	\$4,528	\$5,720
R08	POF	Fire Fighter II	\$3,637	\$4,596
R08	POF	Fire Fighter II (Paramedic)	\$3,893	\$4,917
R08	POF	Firefighter I	\$3,273	\$4,137
R08	POF	Forester I (Nonsupervisory)	\$5,702	\$7,211
S08	POF	Forester II (Supervisory)	\$6,742	\$8,522
S08	POF	Forester III	\$7,079	\$8,953
M08	POF	Forestry and Fire Protection Administrator	\$8,273	\$10,436
S08	POF	Forestry Equipment Manager I	\$5,940	\$7,511
S08	POF	Forestry Equipment Manager II	\$6,307	\$7,976
R08	POF	Forestry Fire Pilot	\$6,064	\$7,798
R08	POF	Heavy Fire Equipment Operator, Range A	\$4,753	\$5,720
M08	POF	Unit Chief	\$8,273	\$10,436
R08	POF	Aviation Officer II (Flight Operations)	\$6,942	\$8,768
R08	POF	Aviation Officer III (Flight Operations)	\$7,630	\$9,645
R08	POF	Aviation Officer II (Maintenance)	\$6,942	\$8,768
R08	POF	Aviation Officer III (Maintenance)	\$7,630	\$9,645
R08	POF	Forestry Aide	\$3,080	\$3,710
R08	POF	Forestry Technician, Range A	\$3,413	\$4,312
R08	POF	Forestry Technician, Range B	\$3,728	\$4,712
R08	POF	Forestry Assistant I, Range A	\$3,904	\$4,933
R08	POF	Forestry Assistant I, Range B	\$4,273	\$5,401
R08	POF	Forestry Assistant II, Range A	\$4,482	\$5,665
R08	POF	Forestry Assistant II, Range B	\$4,920	\$6,218
R07	POF	Deputy State Fire Marshal	\$6,111	\$7,175
R07	POF	Deputy State Fire Marshal III (Specialist)	\$7,698	\$9,930
S07	POF	Deputy State Fire Marshal III (Supervisor)	\$7,817	\$10,186
R07	SAF	Communications Operator, Range A	\$3,902	\$5,375
R07	SAF	Communications Operator, Range B	\$4,416	\$6,081
R01	MIS	Accountant I (Specialist), Range A	\$3,443	\$4,310
R01	MIS	Accounting Technician	\$3,164	\$3,965
S01	MIS	Administrative Officer I, Res. Agency, Range A	\$3,964	\$4,892
S01	MIS	Administrative Officer I, Res. Agency, Range B	\$4,752	\$5,881
S01	MIS	Administrative Officer II, Res. Agency	\$5,710	\$7,095

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

CBID	RET.	CLASSIFICATION	MINIMUM	MAXIMUM
R01	MIS	Business Service Officer I (Specialist), Range A	\$4,388	\$5,494
R08	MIS	Fire Lookout	\$3,273	\$4,015
R08	MIS	Fire Prevention Specialist I	\$3,413	\$4,354
R08	MIS	Fire Prevention Specialist II	\$3,904	\$4,982
R08	MIS	Forestry Logistics Officer I, Range A	\$3,638	\$4,588
R08	MIS	Forestry Logistics Officer I, Range B	\$3,958	\$5,048
S08	MIS	Forestry Logistics Officer II	\$3,919	\$4,944
R12	MIS	Heavy Equipment Mechanic, Range A	\$4,874	\$5,618
R12	MIS	Materials and Stores Specialist, Range A	\$3,400	\$4,245
R12	MIS	Materials and Stores Specialist, Range B	\$3,698	\$4,655
R04	MIS	Office Assistant (General), Range A	\$2,665	\$3,336
R04	MIS	Office Assistant (General), Range B	\$2,929	\$3,666
R04	MIS	Office Assistant (Typing), Range A	\$2,755	\$3,449
R04	MIS	Office Assistant (Typing), Range B	\$2,987	\$3,742
R04	MIS	Office Technician (General), Range A	\$3,164	\$3,965
R04	MIS	Office Technician (Typing), Range A	\$3,223	\$4,033
R01	MIS	Staff Services Analyst (General), Range A	\$3,380	\$4,235
R01	MIS	Staff Services Analyst (General), Range B	\$3,660	\$4,581
R01	MIS	Staff Services Analyst (General), Range C	\$4,388	\$5,494
R01	MIS	Telecom. Systems Analyst I, Range A	\$3,380	\$4,444
R01	MIS	Telecom. Systems Analyst I, Range B	\$3,660	\$4,810
R01	MIS	Telecom. Systems Analyst I, Range C	\$4,388	\$5,769
R01	MIS	Telecommunications Systems Analyst II	\$5,278	\$6,940
R12	MIS	Warehouse Worker, Range A	\$3,400	\$3,882

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

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STAFF BENEFIT RATE MATRIX FY 2021-22
February 2021 - Preliminary

STAFF BENEFIT RATES	MISC.	SAFETY BU7	SAFETY BU12	POF
RETIREMENT	29.50%	19.38%	19.38%	32.55%
EMPLOYEE LEAVE BUYOUT	2.07%	2.07%	2.07%	2.07%
HEALTH/DENTAL/VISION (HDV)	15.59%	15.59%	15.59%	15.59%
SOCIAL SECURITY INSURANCE (SSI)	6.20%	n/a	n/a	n/a
MEDICARE TAX	1.45%	1.45%	1.45%	1.45%
LIFE INSURANCE	0.00%	0.00%	0.00%	0.00%
SURVIVOR'S BENEFITS	n/a	0.13%	0.13%	0.13%
PREFUNDING OF POST EMPLOYMENT BENEFITS	3.50%	4.00%	4.60%	4.40%
SUBTOTAL	58.31%	42.62%	43.22%	56.19%
WORKERS' COMPENSATION	8.29%	8.29%	8.29%	8.29%
TOTAL	66.60%	50.91%	51.51%	64.48%

UNEMPLOYMENT INSURANCE (applied to Fire Fighter I only)	MISC.	SAFETY	SAFETY	POF
UNEMPLOYMENT INSURANCE	n/a	n/a	n/a	11.25%

ADMINISTRATIVE RATE (include in all contract costs)	MISC.	SAFETY	SAFETY	POF
STATEWIDE PRO RATA	4.99%	4.99%	4.99%	4.99%
CAL FIRE INDIRECT	7.02%	7.02%	7.02%	7.02%
TOTAL	12.01%	12.01%	12.01%	12.01%

STAFF BENEFIT RATES	MISC.	SAFETY	SAFETY	POF
UNPLANNED OVERTIME**	7.65%	1.45%	1.45%	1.45%
EDWC OVERTIME***	0.00%	0.00%	0.00%	40.47%
UNIFORM ALLOWANCE*	0.00%	0.00%	0.00%	1.45%
PARAMEDIC RETENTION****	0.00%	0.00%	0.00%	34.00%
EMERGENCY RESPONSE BONUS****	0.00%	0.00%	0.00%	34.00%
ARDUOUS DUTY ASSIGNMENT**	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 Gabrielle Avina at (916) 539-1607 or Gabrielle.Avina@fire.ca.gov if there are questions.

**Local Government Cooperative Agreement Staff Benefit Rate
2021-22 Benefit Rate Matrix
February 2021 - Preliminary**

Detailed below is the information on the benefit rates for Fiscal Year (FY) 2021-22 that have changed from the prior FY.

1) Retirement

- The retirement rates are based on the rates displayed in the 2021-22 proposed budget bill under Section 3.60 for Miscellaneous (weighted average of Tier 1 and Tier 2); State Safety; and Peace Officer/Firefighter employees.
- The retirement rates increased by 0.13 percent for Miscellaneous, decreased 0.57 percent for Safety, and decreased 3.55 percent for Peace Officer/Firefighter rate.
- The rates are subject to change when the CalPERS Board adopts the final rates in Spring 2021, and when the Legislature adopts it into the Budget Act of 2021.

2) Employee Leave Buyout

- The Employee Leave Buyout rate is based on a five-year average of the 2014-15 through 2018-19 past year actuals of all local government employees. The rate is calculated by dividing the retirement costs by the salaries and wages.
- The Employee Leave Buyout rate has not changed due to the unavailability of the 2019-20 Employee Leave Buyout expenditures.

3) Health/Dental/Vision (HDV)

- The HDV rate of 15.59 percent is based on actual health care expenditures in 2018-19 that have been adjusted for growth using CalPERS State Health Premiums. This preliminary rate is subject to change when the CalPERS Annual Health Premiums are finalized in Spring 2021.
- The rate is determined by dividing the total health, dental and vision costs by salaries and wages.
- The HDV rate will change when the actual health care expenditures in 2019-20 are available.

4) Workers' Compensation

- The Workers' Compensation rate is determined based on the Department of Finance recommended methodology using an average of three years of past year workers' compensation actuals and a current year projection, which is based on first and second quarter workers' compensation actual expenditures.

**Local Government Cooperative Agreement Staff Benefit Rate
2021-22 Benefit Rate Matrix
February 2021 - Preliminary**

- The Workers' Compensation rate has not changed for Miscellaneous employees, and for State Safety/Peace Officers/Firefighters due to the unavailability of the 2019-20 Workers' Compensation expenditures.

5) Unemployment Insurance

- The Unemployment Insurance rate is calculated by dividing the total Unemployment Insurance expenditures for Temporary Help by the salaries and wages for Temporary Help.
- The Unemployment rate has not changed due to the unavailability of the 2019-20 Unemployment Insurance expenditures.

6) Administrative Rate

- At the time the final July 2020 rates were done, the 2020-21 admin rates were still preliminary and subject to change after control agency and federal review. The rates still are not finalized by the federal government, but the new revised preliminary rate is 12.01 percent after control agency review and approval.
- The 2021-22 admin rates have not been calculated as of yet due to the unavailability of the 2019-20 departmental expenditures.

**Local Government Cooperative Agreement Staff Benefit Rate
2020-21 Benefit Rate Matrix
July 2020**

Detailed below is the information on the benefit rates for 2020-21 that have changed from the February 2020 preliminary benefit rates.

1) Retirement

- The retirement rates are based on the rates displayed in Control Section 3.60 of the enacted state budget for 2020-21 (SB 74, Chapter 6, Statutes of 2020) for Miscellaneous (weighted average of Tier 1 and Tier 2); State Safety; and Peace Officer/Firefighter employees. However, the Legislature adopted new employer retirement contribution rates, which have been updated pursuant to the California Public Employees' Retirement System Circular Letter 200-035-20.
- The retirement rate decreased by 2.43 percent for Miscellaneous, decreased 2.83 percent for Safety Bargaining Unit 7, decreased 2.46 percent for Safety Bargaining Unit 12, and decreased 12.55 percent for Peace Officer/Firefighter. The decreases in the rates are due to the impact of the State's continued supplemental contributions to buying down premiums.

2) Employee Leave Buyout

- The Employee Leave Buyout rate is based on a five-year average of the 2014-15 through 2018-19 past year actuals of all local government employees. The rate is calculated by dividing the retirement costs by the salaries and wages.
- The Employee Leave Buyout rate has increased 0.26 percent due to an increase in local government retirements being greater than the increase in the local government salaries and wages.

3) Health/Dental/Vision (HDV)

- The HDV rate of 14.57 percent is based on actual health care expenditures in 2018-19 that have been adjusted for growth using the approved CalPERS State Health Premiums through calendar year 2021.
- The rate is determined by dividing the total health, dental and vision costs by salaries and wages.
- The HDV rate decreased significantly due to a change in how Flex Elect payments are being accounted for in FI\$Cal versus historically, which is consistent with direction given by the State Controller's Office and the Department of Finance.
 - Flex Elect payment expenditures were previously accounted for as a staff benefit expenditure in CALSTARS, and as a result, historically accounted for in the HDV rate.

**Local Government Cooperative Agreement Staff Benefit Rate
2020-21 Benefit Rate Matrix
July 2020**

- In FI\$Cal, the statewide treatment of Flex Elect payment expenditures are now accounted for as a salaries and wages expenditure not a staff benefit expenditure, and are now considered direct costs to the Department.
- In 2020-21, local government employees Flex Elect payment costs will be a component of salaries and wages, thereby decreasing the HDV rate but increasing the direct amount the benefit rate is applied to.

4) Survivor's Benefits

- The Survivor's Benefits are based off the required CalPERS employer and employee premiums for 2020-21 for the State 5th Level of 1959 Survivor Benefits. Currently, the benefits are \$5.95 each, per member, per month.
- With the change of the Survivor's Benefits to \$5.95 each, per member, per month, the rate increased 0.01 percent.

5) Prefunding of Post-Employment Benefits:

- The ratified State and Bargaining Unit 1 Memorandum of Understanding (MOU) requires a State contribution to prefund retiree healthcare.
 - Per the MOU, effective July 1, 2018, the prefunding amount is 1.2 percent of pensionable compensation for State Miscellaneous employees.
 - Effective July 1, 2019, an additional 1.1 percent, for a total of 2.3 percent of pensionable compensation.
 - Effective July 1, 2020, an additional 1.2 percent, for a total of 3.5 percent of pensionable compensation.
- The ratified State and Bargaining Unit 7 MOU requires a State contribution to prefund retiree healthcare.
 - Per the MOU, effective July 1, 2017, the prefunding amount is 1.3 percent of pensionable compensation for State Safety employees.
 - Effective July 1, 2018, an additional 1.4 percent, for a total of 2.7 percent of pensionable compensation.
 - Effective July 1, 2019, an additional 1.3 percent, for a total of 4.0 percent of pensionable compensation.

**Local Government Cooperative Agreement Staff Benefit Rate
2020-21 Benefit Rate Matrix
July 2020**

- The State and Bargaining Unit 8 MOU requires a State contribution to prefund retiree healthcare.
 - Effective July 1, 2017, the amount is 1.5 percent of pensionable compensation for State Peace Officer/Firefighter employees.
 - Effective July 1, 2018, an additional 1.5 percent, for a total of 3.0 percent of pensionable compensation.
 - Effective July 1, 2019, an additional 1.4 percent, for a total of 4.4 percent of pensionable compensation.

- The State and Bargaining Unit 12 MOU requires a State contribution to prefund retiree healthcare.
 - Effective July 1, 2017, the amount is 1.5 percent of pensionable compensation for State Safety employees.
 - Effective July 1, 2018, an additional 1.0 percent, for a total of 2.5 percent of pensionable compensation.
 - Effective July 1, 2019, an additional 1.0 percent, for a total of 3.5 percent of pensionable compensation.
 - Effective July 1, 2020, an additional 1.1 percent, for a total of 4.6 percent of pensionable compensation.

6) Workers' Compensation

- The Workers' Compensation rate is calculated by dividing the total Department Workers' Compensation expenditures by the total Department salaries and wages.

- The Workers' Compensation rate decreased 0.53 percent due to the relative decrease in total Department Workers' Compensation expenditures being less than the increase in total Department payroll.

7) Unemployment Insurance

- The Unemployment Insurance rate is calculated by dividing the total Department Unemployment Insurance expenditures by the total Department salaries and wages for Temporary Help.

**Local Government Cooperative Agreement Staff Benefit Rate
2020-21 Benefit Rate Matrix
July 2020**

- The Unemployment rate increased 2.89 percent due to the relative increase in total Department payroll being more than the increase in total Unemployment Insurance costs.

8) Administrative Rate

- The 2020-21 Administrative Rate is still pending due to the timing of the closing of 2018-19; the 2018-19 actual expenditure data was not available until May 2020, allowing CAL FIRE's administrative rates to be developed and then approved by state and federal control agencies.
- The preliminary approved rate of 11.96 percent will be utilized until the new rate methodology is approved by the state and federal control agencies.
- The Budget Office has updated the AO-17 in PACMANS with the new rate, and it will be applied prospectively starting in the quarter federal control agency approval is received.
- CAL FIRE will not go back and retroactively adjust what has already been billed or collected.
 - For example, if the federal control agency approves a new rate of 12.00 percent in September 2020, then the first quarter and on invoices will reflect the 12.00 percent. If, however, the federal control agency approves a new rate of 12.00 percent in October 2020, the first quarter invoice will be 11.69 percent and the second to fourth quarter invoice will be 12.00 percent.