

Resolution 21-13

**A Resolution of the Board of Directors of the
San Miguel Consolidated Fire Protection District
Adopting the 2021/2022 Salary Schedule**

WHEREAS, CalPERS regulations require that employee salaries be included on a publicly approved Salary Schedule; and

WHEREAS, it is necessary to adopt the Salary Schedule by resolution.

NOW, THEREFORE, BE IT RESOLVED: that the Board of Directors of the San Miguel Consolidated Fire Protection District, does hereby resolve, determine and order as follows:

Salary Schedule for Full-Time Employees, attached hereto as Attachment I and incorporated herein by this reference, is hereby adopted with effective date of January 1, 2021.

PASSED AND ADOPTED by the Board of Directors of the San Miguel Consolidated Fire Protection District this 11th day of August 2021 by the following vote:

AYES: **Directors McKenna, Muns, Nelson, Pierce, Raddatz and Robles**

NOES: **None**

ABSTAIN: **None**

ABSENT: **Director Ek**



Board Recording Secretary



Theresa McKenna, Board President

San Miguel

Fire & Rescue



Current Salary Schedules
All Classifications

**San Miguel Consolidated Fire Protection District
 Firefighter
 Salary Schedule - 4% Below Firefighter Paramedic**

** The steps in this salary schedule beginning on 01/01/2021 represent 1 year between each step*

<u>Step Levels-01/01/22</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>FLSA Rate</u>	<u>Overtime</u>
Year 4	\$84,780.00	\$7,065.00	\$3,532.50	\$1,630.38	\$698.64	\$29.11	\$14.56	\$43.67
Year 3	\$82,236.00	\$6,853.00	\$3,426.50	\$1,581.46	\$677.76	\$28.24	\$14.12	\$42.36
Year 2	\$79,692.00	\$6,641.00	\$3,320.50	\$1,532.54	\$656.88	\$27.37	\$13.69	\$41.06
Year 1 - TOA	\$77,148.00	\$6,429.00	\$3,214.50	\$1,483.62	\$635.76	\$26.49	\$13.25	\$39.74

<u>Step Levels-01/01/21</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>FLSA Rate</u>	<u>Overtime</u>
Year 4	\$83,940.00	\$6,995.00	\$3,497.50	\$1,614.23	\$691.92	\$28.83	\$14.42	\$43.25
Year 3	\$81,420.00	\$6,785.00	\$3,392.50	\$1,565.77	\$671.04	\$27.96	\$13.98	\$41.94
Year 2	\$78,900.00	\$6,575.00	\$3,287.50	\$1,517.31	\$650.16	\$27.09	\$13.55	\$40.64
Year 1 - TOA	\$76,380.00	\$6,365.00	\$3,182.50	\$1,468.85	\$629.52	\$26.23	\$13.12	\$39.35

<u>Step Levels-01/01/20</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>FLSA Rate</u>	<u>Overtime</u>
Step G	\$75,924.00	\$6,327.00	\$3,163.50	\$1,460.08	\$625.68	\$26.07	\$13.04	\$39.11
Step F	\$72,132.00	\$6,011.00	\$3,005.50	\$1,387.15	\$594.48	\$24.77	\$12.39	\$37.16
Step E	\$68,328.00	\$5,694.00	\$2,847.00	\$1,314.00	\$563.04	\$23.46	\$11.73	\$35.19
Step D	\$64,536.00	\$5,378.00	\$2,689.00	\$1,241.08	\$531.84	\$22.16	\$11.08	\$33.24
Step C	\$60,744.00	\$5,062.00	\$2,531.00	\$1,168.15	\$500.64	\$20.86	\$10.43	\$31.29
Step B	\$56,940.00	\$4,745.00	\$2,372.50	\$1,095.00	\$469.20	\$19.55	\$9.78	\$29.33
Step A	\$53,148.00	\$4,429.00	\$2,214.50	\$1,022.08	\$438.00	\$18.25	\$9.13	\$27.38

<u>Step Levels - 07/01/19</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>FLSA Rate</u>	<u>Overtime</u>
Step G	\$72,744.00	\$6,062.00	\$3,031.00	\$1,398.92	\$599.52	\$24.98	\$12.49	\$37.47
Step F	\$69,108.00	\$5,759.00	\$2,879.50	\$1,329.00	\$569.52	\$23.73	\$11.87	\$35.60
Step E	\$65,472.00	\$5,456.00	\$2,728.00	\$1,259.08	\$539.52	\$22.48	\$11.24	\$33.72
Step D	\$61,836.00	\$5,153.00	\$2,576.50	\$1,189.15	\$509.52	\$21.23	\$10.62	\$31.85
Step C	\$58,200.00	\$4,850.00	\$2,425.00	\$1,119.23	\$479.76	\$19.99	\$10.00	\$29.99
Step B	\$54,564.00	\$4,547.00	\$2,273.50	\$1,049.31	\$449.76	\$18.74	\$9.37	\$28.11
Step A	\$50,916.00	\$4,243.00	\$2,121.50	\$979.15	\$419.52	\$17.48	\$8.74	\$26.22

San Miguel Consolidated Fire Protection District

Firefighter Paramedic

Salary Schedule - 4% Increase 1/1/21, 1% Increase 1/1/22

* The steps in this salary schedule beginning on 01/01/2021 represent 1 year between each step with the exception of Step 1. The time in Step 1 will range from 12 - 15 months depending on length of initial Paramedic evaluation process/Firefighter academy time.

1% Increase Step Levels-01/01/22	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	FLSA Rate	Overtime
Year 4	\$88,308.00	\$7,359.00	\$3,679.50	\$1,698.23	\$727.92	\$30.33	\$15.17	\$45.50
Year 3	\$85,656.00	\$7,138.00	\$3,569.00	\$1,647.23	\$705.84	\$29.41	\$14.71	\$44.12
Year 2	\$83,004.00	\$6,917.00	\$3,458.50	\$1,596.23	\$684.00	\$28.50	\$14.25	\$42.75
Year 1 - TOA	\$80,364.00	\$6,697.00	\$3,348.50	\$1,545.46	\$662.40	\$27.60	\$13.80	\$41.40

4% Increase Step Levels-01/01/21	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	FLSA Rate	Overtime
Year 4	\$87,432.00	\$7,286.00	\$3,643.00	\$1,681.38	\$720.48	\$30.02	\$15.01	\$45.03
Year 3	\$84,804.00	\$7,067.00	\$3,533.50	\$1,630.85	\$698.88	\$29.12	\$14.56	\$43.68
Year 2	\$82,188.00	\$6,849.00	\$3,424.50	\$1,580.54	\$677.28	\$28.22	\$14.11	\$42.33
Year 1 - TOA	\$79,560.00	\$6,630.00	\$3,315.00	\$1,530.00	\$655.68	\$27.32	\$13.66	\$40.98

Step Levels-01/01/20	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	FLSA Rate	Overtime
Step G	\$84,060.00	\$7,005.00	\$3,502.50	\$1,616.54	\$692.88	\$28.87	\$14.44	\$43.31
Step F	\$79,860.00	\$6,655.00	\$3,327.50	\$1,535.77	\$658.08	\$27.42	\$13.71	\$41.13
Step E	\$75,660.00	\$6,305.00	\$3,152.50	\$1,455.00	\$623.52	\$25.98	\$12.99	\$38.97
Step D	\$71,448.00	\$5,954.00	\$2,977.00	\$1,374.00	\$588.96	\$24.54	\$12.27	\$36.81
Step C	\$67,248.00	\$5,604.00	\$2,802.00	\$1,293.23	\$554.16	\$23.09	\$11.55	\$34.64
Step B	\$63,048.00	\$5,254.00	\$2,627.00	\$1,212.46	\$519.60	\$21.65	\$10.83	\$32.48
Step A	\$58,848.00	\$4,904.00	\$2,452.00	\$1,131.69	\$485.04	\$20.21	\$10.11	\$30.32

Step Levels - 07/01/19	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	FLSA Rate	Overtime
Step G	\$80,544.00	\$6,712.00	\$3,356.00	\$1,548.92	\$663.84	\$27.66	\$13.83	\$41.49
Step F	\$76,512.00	\$6,376.00	\$3,188.00	\$1,471.38	\$630.48	\$26.27	\$13.14	\$39.41
Step E	\$72,492.00	\$6,041.00	\$3,020.50	\$1,394.08	\$597.36	\$24.89	\$12.45	\$37.34
Step D	\$68,460.00	\$5,705.00	\$2,852.50	\$1,316.54	\$564.24	\$23.51	\$11.76	\$35.27
Step C	\$64,440.00	\$5,370.00	\$2,685.00	\$1,239.23	\$531.12	\$22.13	\$11.07	\$33.20
Step B	\$60,408.00	\$5,034.00	\$2,517.00	\$1,161.69	\$497.76	\$20.74	\$10.37	\$31.11
Step A	\$56,376.00	\$4,698.00	\$2,349.00	\$1,084.15	\$464.64	\$19.36	\$9.68	\$29.04

San Miguel Consolidated Fire Protection District

Engineer / Engineer Paramedic

Salary Schedule - 4% Increase 1/1/21, 1% Increase 1/1/22 + 4% Paramedic Differential

* The steps in this salary schedule beginning on 01/01/2021 represent 1 year between each step

Engineer Paramedic 4% Differential							FLSA	
Step Levels-01/01/22	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	Rate	Overtime
Year 3	\$97,284.00	\$8,107.00	\$4,053.50	\$1,870.85	\$801.84	\$33.41	\$16.71	\$50.12
Year 2	\$94,368.00	\$7,864.00	\$3,932.00	\$1,814.77	\$777.84	\$32.41	\$16.21	\$48.62
Year 1 - TOA	\$91,452.00	\$7,621.00	\$3,810.50	\$1,758.69	\$753.84	\$31.41	\$15.71	\$47.12

Engineer 1% Increase							FLSA	
Step Levels-01/01/22	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	Rate	Overtime
Year 3	\$93,540.00	\$7,795.00	\$3,897.50	\$1,798.85	\$770.88	\$32.12	\$16.06	\$48.18
Year 2	\$90,732.00	\$7,561.00	\$3,780.50	\$1,744.85	\$747.84	\$31.16	\$15.58	\$46.74
Year 1 - TOA	\$87,924.00	\$7,327.00	\$3,663.50	\$1,690.85	\$724.56	\$30.19	\$15.10	\$45.29

Engineer 4% Increase							FLSA	
Step Levels-01/01/21	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	Rate	Overtime
Year 3	\$92,604.00	\$7,717.00	\$3,858.50	\$1,780.85	\$763.20	\$31.80	\$15.90	\$47.70
Year 2	\$89,820.00	\$7,485.00	\$3,742.50	\$1,727.31	\$740.16	\$30.84	\$15.42	\$46.26
Year 1 - TOA	\$87,048.00	\$7,254.00	\$3,627.00	\$1,674.00	\$717.36	\$29.89	\$14.95	\$44.84

Step Levels-01/01/20	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	FLSA Rate	Overtime
Step G	\$89,040.00	\$7,420.00	\$3,710.00	\$1,712.31	\$733.92	\$30.58	\$15.29	\$45.87
Step F	\$84,588.00	\$7,049.00	\$3,524.50	\$1,626.69	\$697.20	\$29.05	\$14.53	\$43.58
Step E	\$80,136.00	\$6,678.00	\$3,339.00	\$1,541.08	\$660.48	\$27.52	\$13.76	\$41.28
Step D	\$75,684.00	\$6,307.00	\$3,153.50	\$1,455.46	\$623.76	\$25.99	\$13.00	\$38.99
Step C	\$71,232.00	\$5,936.00	\$2,968.00	\$1,369.85	\$587.04	\$24.46	\$12.23	\$36.69
Step B	\$66,780.00	\$5,565.00	\$2,782.50	\$1,284.23	\$550.32	\$22.93	\$11.47	\$34.40
Step A	\$62,328.00	\$5,194.00	\$2,597.00	\$1,198.62	\$513.60	\$21.40	\$10.70	\$32.10

Step Levels - 07/01/19	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	FLSA Rate	Overtime
Step G	\$81,312.00	\$6,776.00	\$3,388.00	\$1,563.69	\$670.08	\$27.92	\$13.96	\$41.88
Step F	\$77,244.00	\$6,437.00	\$3,218.50	\$1,485.46	\$636.72	\$26.53	\$13.27	\$39.80
Step E	\$73,176.00	\$6,098.00	\$3,049.00	\$1,407.23	\$603.12	\$25.13	\$12.57	\$37.70
Step D	\$69,120.00	\$5,760.00	\$2,880.00	\$1,329.23	\$569.76	\$23.74	\$11.87	\$35.61
Step C	\$65,052.00	\$5,421.00	\$2,710.50	\$1,251.00	\$536.16	\$22.34	\$11.17	\$33.51
Step B	\$60,984.00	\$5,082.00	\$2,541.00	\$1,172.77	\$502.56	\$20.94	\$10.47	\$31.41
Step A	\$56,916.00	\$4,743.00	\$2,371.50	\$1,094.54	\$469.20	\$19.55	\$9.78	\$29.33

San Miguel Consolidated Fire Protection District

Captain / Captain Paramedic

Salary Schedule - 4% Increase 1/1/21, 1% Increase 1/1/22 + 4% Paramedic Differential

* The steps in this salary schedule beginning on 01/01/2021 represent 1 year between each step

Captain Paramedic 4% Differential							FLSA	
Step Levels-01/01/22	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	Rate	Overtime
Year 3	\$113,820.00	\$9,485.00	\$4,742.50	\$2,188.85	\$938.16	\$39.09	\$19.55	\$58.64
Year 2	\$110,400.00	\$9,200.00	\$4,600.00	\$2,123.08	\$909.84	\$37.91	\$18.96	\$56.87
Year 1 - TOA	\$106,992.00	\$8,916.00	\$4,458.00	\$2,057.54	\$881.76	\$36.74	\$18.37	\$55.11

Captain 1% Increase							FLSA	
Step Levels-01/01/22	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	Rate	Overtime
Year 3	\$109,440.00	\$9,120.00	\$4,560.00	\$2,104.62	\$901.92	\$37.58	\$18.79	\$56.37
Year 2	\$106,152.00	\$8,846.00	\$4,423.00	\$2,041.38	\$874.80	\$36.45	\$18.23	\$54.68
Year 1 - TOA	\$102,876.00	\$8,573.00	\$4,286.50	\$1,978.38	\$847.92	\$35.33	\$17.67	\$53.00

Captain 4% Increase							FLSA	
Step Levels-01/01/21	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	Rate	Overtime
Year 3	\$108,348.00	\$9,029.00	\$4,514.50	\$2,083.62	\$893.04	\$37.21	\$18.61	\$55.82
Year 2	\$105,096.00	\$8,758.00	\$4,379.00	\$2,021.08	\$866.16	\$36.09	\$18.05	\$54.14
Year 1 - TOA	\$101,844.00	\$8,487.00	\$4,243.50	\$1,958.54	\$839.28	\$34.97	\$17.49	\$52.46

Step Levels-01/01/20	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	FLSA Rate	Overtime
Step G	\$104,172.00	\$8,681.00	\$4,340.50	\$2,003.31	\$858.48	\$35.77	\$17.89	\$53.66
Step F	\$98,964.00	\$8,247.00	\$4,123.50	\$1,903.15	\$815.52	\$33.98	\$16.99	\$50.97
Step E	\$93,756.00	\$7,813.00	\$3,906.50	\$1,803.00	\$772.80	\$32.20	\$16.10	\$48.30
Step D	\$88,548.00	\$7,379.00	\$3,689.50	\$1,702.85	\$729.84	\$30.41	\$15.21	\$45.62
Step C	\$83,340.00	\$6,945.00	\$3,472.50	\$1,602.69	\$686.88	\$28.62	\$14.31	\$42.93
Step B	\$78,132.00	\$6,511.00	\$3,255.50	\$1,502.54	\$643.92	\$26.83	\$13.42	\$40.25
Step A	\$72,924.00	\$6,077.00	\$3,038.50	\$1,402.38	\$600.96	\$25.04	\$12.52	\$37.56

Step Levels - 07/01/19	Annual	Monthly	Semi Monthly	Weekly	Daily	Hourly	FLSA Rate	Overtime
Step G	\$97,008.00	\$8,084.00	\$4,042.00	\$1,865.54	\$799.44	\$33.31	\$16.66	\$49.97
Step F	\$92,160.00	\$7,680.00	\$3,840.00	\$1,772.31	\$759.60	\$31.65	\$15.83	\$47.48
Step E	\$87,312.00	\$7,276.00	\$3,638.00	\$1,679.08	\$719.52	\$29.98	\$14.99	\$44.97
Step D	\$82,452.00	\$6,871.00	\$3,435.50	\$1,585.62	\$679.44	\$28.31	\$14.16	\$42.47
Step C	\$77,604.00	\$6,467.00	\$3,233.50	\$1,492.38	\$639.60	\$26.65	\$13.33	\$39.98
Step B	\$72,756.00	\$6,063.00	\$3,031.50	\$1,399.15	\$599.52	\$24.98	\$12.49	\$37.47
Step A	\$67,908.00	\$5,659.00	\$2,829.50	\$1,305.92	\$559.68	\$23.32	\$11.66	\$34.98

**San Miguel Consolidated Fire Protection District
 Battalion Chief
 Salary Schedule - Proposed 01/01/21**

+ 2% Paramedic							FLSA	
<u>Step Levels - 01/01/2</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Rate</u>	<u>Overtime</u>
Step 3	\$139,656.00	\$11,638.00	\$5,819.00	\$2,685.69	\$1,151.04	\$47.96	\$23.98	\$71.94
Step 2	\$132,672.00	\$11,056.00	\$5,528.00	\$2,551.38	\$1,093.44	\$45.56	\$22.78	\$68.34
Step 1	\$125,688.00	\$10,474.00	\$5,237.00	\$2,417.08	\$1,035.84	\$43.16	\$21.58	\$64.74

+ 3% increase							FLSA	
<u>Step Levels - 01/01/2</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Rate</u>	<u>Overtime</u>
Step 3	\$136,908.00	\$11,409.00	\$5,704.50	\$2,632.85	\$1,128.48	\$47.02	\$23.51	\$70.53
Step 2	\$130,068.00	\$10,839.00	\$5,419.50	\$2,501.31	\$1,072.08	\$44.67	\$22.34	\$67.01
Step 1	\$123,216.00	\$10,268.00	\$5,134.00	\$2,369.54	\$1,015.44	\$42.31	\$21.16	\$63.47

<u>Step Levels - 01/01/2</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>FLSA Rate</u>	<u>Overtime</u>
Step G	\$132,912.00	\$11,076.00	\$5,538.00	\$2,556.00	\$1,095.36	\$45.64	\$22.82	\$68.46
Step F	\$126,264.00	\$10,522.00	\$5,261.00	\$2,428.15	\$1,040.64	\$43.36	\$21.68	\$65.04
Step E	\$119,616.00	\$9,968.00	\$4,984.00	\$2,300.31	\$985.92	\$41.08	\$20.54	\$61.62
Step D	\$112,980.00	\$9,415.00	\$4,707.50	\$2,172.69	\$931.20	\$38.80	\$19.40	\$58.20
Step C	\$106,332.00	\$8,861.00	\$4,430.50	\$2,044.85	\$876.48	\$36.52	\$18.26	\$54.78
Step B	\$99,684.00	\$8,307.00	\$4,153.50	\$1,917.00	\$821.52	\$34.23	\$17.12	\$51.35
Step A	\$93,036.00	\$7,753.00	\$3,876.50	\$1,789.15	\$766.80	\$31.95	\$15.98	\$47.93

**San Miguel Consolidated Fire Protection District
 Battalion Chief - Training/EMS - 10% Above Shift Battalion Chief
 Salary Schedule - Proposed 01/01/21**

Paramedic - 10% Above Shift BC						
<u>Step Levels - 01/01/21</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>
Step 3	\$153,624.00	\$12,802.00	\$6,401.00	\$2,954.31	\$590.88	\$73.86
Step 2	\$145,944.00	\$12,162.00	\$6,081.00	\$2,806.62	\$561.36	\$70.17
Step 1	\$138,264.00	\$11,522.00	\$5,761.00	\$2,658.92	\$531.76	\$66.47

+ 10% Above Shift BC (3% increase)						
<u>Step Levels - 01/01/21</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>
Step 3	\$150,600.00	\$12,550.00	\$6,275.00	\$2,896.15	\$579.20	\$72.40
Step 2	\$143,076.00	\$11,923.00	\$5,961.50	\$2,751.46	\$550.32	\$68.79
Step 1	\$135,540.00	\$11,295.00	\$5,647.50	\$2,606.54	\$521.28	\$65.16

<u>Step Levels - 01/01/20</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>
Step G	\$146,208.00	\$12,184.00	\$6,092.00	\$2,811.69	\$562.32	\$70.29
Step F	\$138,900.00	\$11,575.00	\$5,787.50	\$2,671.15	\$534.24	\$66.78
Step E	\$131,592.00	\$10,966.00	\$5,483.00	\$2,530.62	\$506.16	\$63.27
Step D	\$124,272.00	\$10,356.00	\$5,178.00	\$2,389.85	\$478.00	\$59.75
Step C	\$116,964.00	\$9,747.00	\$4,873.50	\$2,249.31	\$449.84	\$56.23
Step B	\$109,656.00	\$9,138.00	\$4,569.00	\$2,108.77	\$421.76	\$52.72
Step A	\$102,348.00	\$8,529.00	\$4,264.50	\$1,968.23	\$393.68	\$49.21

San Miguel Consolidated Fire Protection District

Division Chief

Salary Schedule - 10% Above Battalion Chief - Training/EMS - Non Paramedic

<u>Step Levels - 01/01/21</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$165,660.00	\$13,805.00	\$6,902.50	\$3,185.77	\$637.12	\$79.64	\$119.46
Step F	\$157,380.00	\$13,115.00	\$6,557.50	\$3,026.54	\$605.28	\$75.66	\$113.49
Step E	\$149,100.00	\$12,425.00	\$6,212.50	\$2,867.31	\$573.44	\$71.68	\$107.52
Step D	\$140,808.00	\$11,734.00	\$5,867.00	\$2,707.85	\$541.60	\$67.70	\$101.55
Step C	\$132,528.00	\$11,044.00	\$5,522.00	\$2,548.62	\$509.76	\$63.72	\$95.58
Step B	\$124,248.00	\$10,354.00	\$5,177.00	\$2,389.38	\$477.84	\$59.73	\$89.60
Step A	\$115,968.00	\$9,664.00	\$4,832.00	\$2,230.15	\$446.00	\$55.75	\$83.63

<u>Step Levels - 01/01/20</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$160,836.00	\$13,403.00	\$6,701.50	\$3,093.00	\$618.64	\$77.33	\$116.00
Step F	\$157,380.00	\$13,115.00	\$6,557.50	\$3,026.54	\$605.28	\$75.66	\$113.49
Step E	\$149,100.00	\$12,425.00	\$6,212.50	\$2,867.31	\$573.44	\$71.68	\$107.52
Step D	\$140,808.00	\$11,734.00	\$5,867.00	\$2,707.85	\$541.60	\$67.70	\$101.55
Step C	\$132,528.00	\$11,044.00	\$5,522.00	\$2,548.62	\$509.76	\$63.72	\$95.58
Step B	\$124,248.00	\$10,354.00	\$5,177.00	\$2,389.38	\$477.84	\$59.73	\$89.60
Step A	\$115,968.00	\$9,664.00	\$4,832.00	\$2,230.15	\$446.00	\$55.75	\$83.63

**San Miguel Consolidated Fire Protection District
Fire Chief
Salary Schedule**

<u>By Contract - 04/2020</u>	<u>Annual</u>	<u>Monthly</u>	<u>Semi Monthly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>
Contract	\$194,000.00	\$16,166.67	\$8,083.33	\$3,730.77	\$746.16	\$93.27

**San Miguel Consolidated Fire Protection District
 Fire Inspector
 Salary Schedule - 3.989% Increase Effective 01/01/21 (Terms of Employment)**

<u>Step Levels - 01/01/</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$80,460.00	\$6,705.00	\$3,094.62	\$1,547.31	\$309.44	\$38.68	\$58.02
Step F	\$76,440.00	\$6,370.00	\$2,940.00	\$1,470.00	\$294.00	\$36.75	\$55.13
Step E	\$72,420.00	\$6,035.00	\$2,785.38	\$1,392.69	\$278.56	\$34.82	\$52.23
Step D	\$68,388.00	\$5,699.00	\$2,630.31	\$1,315.15	\$263.04	\$32.88	\$49.32
Step C	\$64,368.00	\$5,364.00	\$2,475.69	\$1,237.85	\$247.60	\$30.95	\$46.43
Step B	\$60,348.00	\$5,029.00	\$2,321.08	\$1,160.54	\$232.08	\$29.01	\$43.52
Step A	\$56,328.00	\$4,694.00	\$2,166.46	\$1,083.23	\$216.64	\$27.08	\$40.62

<u>Step Levels - 01/01/</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$77,376.00	\$6,448.00	\$2,976.00	\$1,488.00	\$297.60	\$37.20	\$55.80
Step F	\$73,512.00	\$6,126.00	\$2,827.38	\$1,413.69	\$282.72	\$35.34	\$53.01
Step E	\$69,636.00	\$5,803.00	\$2,678.31	\$1,339.15	\$267.84	\$33.48	\$50.22
Step D	\$65,772.00	\$5,481.00	\$2,529.69	\$1,264.85	\$252.96	\$31.62	\$47.43
Step C	\$61,896.00	\$5,158.00	\$2,380.62	\$1,190.31	\$238.08	\$29.76	\$44.64
Step B	\$58,032.00	\$4,836.00	\$2,232.00	\$1,116.00	\$223.20	\$27.90	\$41.85
Step A	\$54,168.00	\$4,514.00	\$2,083.38	\$1,041.69	\$208.32	\$26.04	\$39.06

**San Miguel Consolidated Fire Protection District
Deputy Fire Marshal - 15% Above Fire Inspector
Salary Schedule - 3.98% Increase Effective 01/01/21 (Terms of Employment)**

<u>Step Levels - 01/01/</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>
Step G	\$92,520.00	\$7,710.00	\$3,558.46	\$1,779.23	\$355.84	\$44.48
Step F	\$87,900.00	\$7,325.00	\$3,380.77	\$1,690.38	\$338.08	\$42.26
Step E	\$83,268.00	\$6,939.00	\$3,202.62	\$1,601.31	\$320.24	\$40.03
Step D	\$78,648.00	\$6,554.00	\$3,024.92	\$1,512.46	\$302.48	\$37.81
Step C	\$74,016.00	\$6,168.00	\$2,846.77	\$1,423.38	\$284.64	\$35.58
Step B	\$69,396.00	\$5,783.00	\$2,669.08	\$1,334.54	\$266.88	\$33.36
Step A	\$64,764.00	\$5,397.00	\$2,490.92	\$1,245.46	\$249.12	\$31.14

<u>Step Levels - 01/01/</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>
Step G	\$88,980.00	\$7,415.00	\$3,422.31	\$1,711.15	\$342.24	\$42.78
Step F	\$84,528.00	\$7,044.00	\$3,251.08	\$1,625.54	\$325.12	\$40.64
Step E	\$80,088.00	\$6,674.00	\$3,080.31	\$1,540.15	\$308.00	\$38.50
Step D	\$75,636.00	\$6,303.00	\$2,909.08	\$1,454.54	\$290.88	\$36.36
Step C	\$71,184.00	\$5,932.00	\$2,737.85	\$1,368.92	\$273.76	\$34.22
Step B	\$66,732.00	\$5,561.00	\$2,566.62	\$1,283.31	\$256.64	\$32.08
Step A	\$62,292.00	\$5,191.00	\$2,395.85	\$1,197.92	\$239.60	\$29.95

**San Miguel Consolidated Fire Protection District
 Logistics Officer
 Salary Schedule - 2% Increase Effective 01/01/21 (Terms of Employment)**

<u>Step Levels - 01/01/</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$70,692.00	\$5,891.00	\$2,718.92	\$1,359.46	\$271.92	\$33.99	\$50.99
Step F	\$67,152.00	\$5,596.00	\$2,582.77	\$1,291.38	\$258.24	\$32.28	\$48.42
Step E	\$63,624.00	\$5,302.00	\$2,447.08	\$1,223.54	\$244.72	\$30.59	\$45.89
Step D	\$60,084.00	\$5,007.00	\$2,310.92	\$1,155.46	\$231.12	\$28.89	\$43.34
Step C	\$56,556.00	\$4,713.00	\$2,175.23	\$1,087.62	\$217.52	\$27.19	\$40.79
Step B	\$53,016.00	\$4,418.00	\$2,039.08	\$1,019.54	\$203.92	\$25.49	\$38.24
Step A	\$49,488.00	\$4,124.00	\$1,903.38	\$951.69	\$190.32	\$23.79	\$35.69

<u>Step Levels - 01/01/</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$69,300.00	\$5,775.00	\$2,665.38	\$1,332.69	\$266.56	\$33.32	\$49.98
Step F	\$65,832.00	\$5,486.00	\$2,532.00	\$1,266.00	\$253.20	\$31.65	\$47.48
Step E	\$62,376.00	\$5,198.00	\$2,399.08	\$1,199.54	\$239.92	\$29.99	\$44.99
Step D	\$58,908.00	\$4,909.00	\$2,265.69	\$1,132.85	\$226.56	\$28.32	\$42.48
Step C	\$55,440.00	\$4,620.00	\$2,132.31	\$1,066.15	\$213.20	\$26.65	\$39.98
Step B	\$51,972.00	\$4,331.00	\$1,998.92	\$999.46	\$199.92	\$24.99	\$37.49
Step A	\$48,516.00	\$4,043.00	\$1,866.00	\$933.00	\$186.64	\$23.33	\$35.00

**San Miguel Consolidated Fire Protection District
Administrative Assistant
Salary Schedule - 4.0% Increase Effective 01/01/21 (Terms of Employment)**

<u>Step Levels - 01/01/21</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$57,720.00	\$4,810.00	\$2,220.00	\$1,110.00	\$222.00	\$27.75	\$41.63
Step F	\$54,840.00	\$4,570.00	\$2,109.23	\$1,054.62	\$210.96	\$26.37	\$39.56
Step E	\$51,948.00	\$4,329.00	\$1,998.00	\$999.00	\$199.84	\$24.98	\$37.47
Step D	\$49,068.00	\$4,089.00	\$1,887.23	\$943.62	\$188.72	\$23.59	\$35.39
Step C	\$46,176.00	\$3,848.00	\$1,776.00	\$888.00	\$177.60	\$22.20	\$33.30
Step B	\$43,296.00	\$3,608.00	\$1,665.23	\$832.62	\$166.56	\$20.82	\$31.23
Step A	\$40,404.00	\$3,367.00	\$1,554.00	\$777.00	\$155.44	\$19.43	\$29.15

<u>Step Levels - 01/01/20</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$55,500.00	\$4,625.00	\$2,134.62	\$1,067.31	\$213.44	\$26.68	\$40.02
Step F	\$52,728.00	\$4,394.00	\$2,028.00	\$1,014.00	\$202.80	\$25.35	\$38.03
Step E	\$49,956.00	\$4,163.00	\$1,921.38	\$960.69	\$192.16	\$24.02	\$36.03
Step D	\$47,172.00	\$3,931.00	\$1,814.31	\$907.15	\$181.44	\$22.68	\$34.02
Step C	\$44,400.00	\$3,700.00	\$1,707.69	\$853.85	\$170.80	\$21.35	\$32.03
Step B	\$41,628.00	\$3,469.00	\$1,601.08	\$800.54	\$160.08	\$20.01	\$30.02
Step A	\$38,856.00	\$3,238.00	\$1,494.46	\$747.23	\$149.44	\$18.68	\$28.02

**San Miguel Consolidated Fire Protection District
Accounting Specialist
Salary Schedule - Effective 01/01/21 (Terms of Employment) - Change per Comparison Review**

<u>Step Levels - 01/01/21</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$62,400.00	\$5,200.00	\$2,400.00	\$1,200.00	\$240.00	\$30.00	\$45.00
Step F	\$59,280.00	\$4,940.00	\$2,280.00	\$1,140.00	\$228.00	\$28.50	\$42.75
Step E	\$56,160.00	\$4,680.00	\$2,160.00	\$1,080.00	\$216.00	\$27.00	\$40.50
Step D	\$53,040.00	\$4,420.00	\$2,040.00	\$1,020.00	\$204.00	\$25.50	\$38.25
Step C	\$49,920.00	\$4,160.00	\$1,920.00	\$960.00	\$192.00	\$24.00	\$36.00
Step B	\$46,800.00	\$3,900.00	\$1,800.00	\$900.00	\$180.00	\$22.50	\$33.75
Step A	\$43,680.00	\$3,640.00	\$1,680.00	\$840.00	\$168.00	\$21.00	\$31.50

<u>Step Levels - 01/01/20</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$70,548.00	\$5,879.00	\$2,713.38	\$1,356.69	\$271.36	\$33.92	\$50.88
Step F	\$67,020.00	\$5,585.00	\$2,577.69	\$1,288.85	\$257.76	\$32.22	\$48.33
Step E	\$63,492.00	\$5,291.00	\$2,442.00	\$1,221.00	\$244.24	\$30.53	\$45.80
Step D	\$59,964.00	\$4,997.00	\$2,306.31	\$1,153.15	\$230.64	\$28.83	\$43.25
Step C	\$56,436.00	\$4,703.00	\$2,170.62	\$1,085.31	\$217.04	\$27.13	\$40.70
Step B	\$52,908.00	\$4,409.00	\$2,034.92	\$1,017.46	\$203.52	\$25.44	\$38.16
Step A	\$49,380.00	\$4,115.00	\$1,899.23	\$949.62	\$189.92	\$23.74	\$35.61

**San Miguel Consolidated Fire Protection District
Administrative Analyst
Salary Schedule - Effective 01/01/21 (Terms of Employment) - No Change**

<u>Step Levels - 01/01/21</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$82,440.00	\$6,870.00	\$3,170.77	\$1,585.38	\$317.04	\$39.63	\$59.45
Step F	\$78,324.00	\$6,527.00	\$3,012.46	\$1,506.23	\$301.28	\$37.66	\$56.49
Step E	\$74,196.00	\$6,183.00	\$2,853.69	\$1,426.85	\$285.36	\$35.67	\$53.51
Step D	\$70,080.00	\$5,840.00	\$2,695.38	\$1,347.69	\$269.52	\$33.69	\$50.54
Step C	\$65,952.00	\$5,496.00	\$2,536.62	\$1,268.31	\$253.68	\$31.71	\$47.57
Step B	\$61,836.00	\$5,153.00	\$2,378.31	\$1,189.15	\$237.84	\$29.73	\$44.60
Step A	\$57,708.00	\$4,809.00	\$2,219.54	\$1,109.77	\$221.92	\$27.74	\$41.61

<u>Step Levels - 01/01/20</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Overtime</u>
Step G	\$82,440.00	\$6,870.00	\$3,170.77	\$1,585.38	\$317.04	\$39.63	\$59.45
Step F	\$78,324.00	\$6,527.00	\$3,012.46	\$1,506.23	\$301.28	\$37.66	\$56.49
Step E	\$74,196.00	\$6,183.00	\$2,853.69	\$1,426.85	\$285.36	\$35.67	\$53.51
Step D	\$70,080.00	\$5,840.00	\$2,695.38	\$1,347.69	\$269.52	\$33.69	\$50.54
Step C	\$65,952.00	\$5,496.00	\$2,536.62	\$1,268.31	\$253.68	\$31.71	\$47.57
Step B	\$61,836.00	\$5,153.00	\$2,378.31	\$1,189.15	\$237.84	\$29.73	\$44.60
Step A	\$57,708.00	\$4,809.00	\$2,219.54	\$1,109.77	\$221.92	\$27.74	\$41.61

**San Miguel Consolidated Fire Protection District
 Administrative Officer/Finance Officer
 Salary Schedule - 8.73% Increase Effective 01/01/21 (Terms of Employment)**

<u>Step Levels - 01/01/21</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>
Step G	\$136,800.00	\$11,400.00	\$5,261.54	\$2,630.77	\$526.16	\$65.77
Step F	\$129,960.00	\$10,830.00	\$4,998.46	\$2,499.23	\$499.84	\$62.48
Step E	\$123,120.00	\$10,260.00	\$4,735.38	\$2,367.69	\$473.52	\$59.19
Step D	\$116,280.00	\$9,690.00	\$4,472.31	\$2,236.15	\$447.20	\$55.90
Step C	\$109,440.00	\$9,120.00	\$4,209.23	\$2,104.62	\$420.96	\$52.62
Step B	\$102,600.00	\$8,550.00	\$3,946.15	\$1,973.08	\$394.64	\$49.33
Step A	\$95,760.00	\$7,980.00	\$3,683.08	\$1,841.54	\$368.32	\$46.04

<u>Step Levels - 01/01/20</u>	<u>Annual</u>	<u>Monthly</u>	<u>Biweekly</u>	<u>Weekly</u>	<u>Daily</u>	<u>Hourly</u>
Step G	\$125,820.00	\$10,485.00	\$4,839.23	\$2,419.62	\$483.92	\$60.49
Step F	\$119,532.00	\$9,961.00	\$4,597.38	\$2,298.69	\$459.76	\$57.47
Step E	\$113,244.00	\$9,437.00	\$4,355.54	\$2,177.77	\$435.52	\$54.44
Step D	\$106,944.00	\$8,912.00	\$4,113.23	\$2,056.62	\$411.36	\$51.42
Step C	\$100,656.00	\$8,388.00	\$3,871.38	\$1,935.69	\$387.12	\$48.39
Step B	\$94,368.00	\$7,864.00	\$3,629.54	\$1,814.77	\$362.96	\$45.37
Step A	\$88,080.00	\$7,340.00	\$3,387.69	\$1,693.85	\$338.80	\$42.35