

**STAFF BENEFIT RATE MATRIX FY 2016-17 (Preliminary)**

February 2016

STAFF BENEFIT RATES	MISC.	SAFETY	POF	% Increase/Decrease fro FY 15-16
RETIREMENT"	27.39%	19.98%	42.05%	3.06%
EMPLOYEE LEAVE BUYOUT	1.01%	1.01%	1.01%	0.10%
HEALTH/DENTALNISION (HOV)	29.33%	29.33%	29.33%	0.74%
SOCIAL SECURITY INSURANCE (SSI)	6.20%	0.00%	0.00%	0.00%
MEDICARE TAX	1.45%	1.45%	1.45%	0.00%
LIFE INSURANCE	0.01%	0.00%	0.01%	0.00%
SURVIVOR'S BENEFITS	0.00%	0.14%	0.14%	2.00%
SUBTOTAL	65.39%	51.91%	73.99%	3.92%
WORKERS' COMPENSATION	10.24%	9.08%	9.08%	0.43%
TOTAL	75.63%	60.99%	83.07%	<b>4.35%</b>
UNEMPLOYMENT INSURANCE (applied to Fire Fighter I only)	MISC.	SAFETY	POF	% Increase/Decrease fro FY 15-16
UNEMPLOYMENT INSURANCE	0.00%	0.00%	8.85%	-2.12%
ADMINISTRATIVE CHARGE [(include In all contract costs]	MISC.	SAFETY	POF	% Increase/Decrease fro FY 15-16
STATEWIDE PRO RATA	5.65%	5.65%	5.65%	0.16%
CAL FIRE INDIRECT	7.14%	7.14%	7.14%	0.04%
TOTAL	12.79%	12.79%	12.79%	<b>0.20%</b>
STAFF BENEFIT RATES	MISC.	SAFETY	POF	% Increase/Decrease fro FY 15-16
UNPLANNED OVERTIME	7.65% **	1.45% *	1.45% *	0.00%
EDWC OVERTIME****	0.00%	0.00%	44.51% ***	3.16%
UNIFORM ALLOWANCE	0.00%	0.00%	43.5% *****	3.06%
PARAMEDIC RETENTION	0.00%	0.00%	43.5% *****	3.06%
EMERGENCY RESPONSE BONUS	0.00%	0.00%	43.5% *****	3.06%
ARDUOUS DUTY ASSIGNMENT	7.65% **	0.00%	1.45% *	0.00%
TOTAL				<b>12.34%</b>

" Ties to \$3.60 in the proposed budget bills, which is subject to change once the CalPERS Board adopts final numbers and they are included in the final budget.

\* Medicare

\*\* Social Security and Medicare

\*\*\* Retirement, Employee Leave Buyout and Medicare

\*\*\*\* Extended Duty Week Compensation (EDWC)

\*\*\*\*\* Retirement and Medicare

Coastside Fire Protection District  
Fiscal Year 2016-2017

Schedule "A" PRC 4142  
PCA 17750

THIS IS SCHEDULE A - 4142 OF THE COOPERATIVE AGREEMENT, DATED JULY 1, 2016  
BETWEEN STATE OF CALIFORNIA DEPARTMENT OF FORESTRY AND FIRE PROTECTION AND  
COASTSIDE FIRE PROTECTION DISTRICT, A LOCAL AGENCY

INDEX 1700

PERSONNEL SERVICES

a	b	c	MONTHLY SALARY RATES				ANNUAL SALARY & BENEFITS				STAFF BENEFIT & RATES				n
			Salary (6th step)	Educational Incentive	Longevity	Medic Retention	Monthly EDWC	Annual Salary	Salary Benefit Rate (POF)	Annual Medic Retention	Medic Benefit Rate (POF)	Annual EDWC	EDWC Benefit Rate (POF)	Annual Total TOTALS	
<b>Line Personnel</b>															
<b>Coastside "Red Circled"</b>															
1	Captain	\$5,702	\$75	\$336	\$0	\$2,681	\$70,356	83.07%	\$60,937	\$0	43.80%	\$34,853	44.51%	\$184,659	
0	FC Paramedic	\$5,820	\$75	\$153	\$500	\$2,736	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2	FAE Paramedic	\$4,673	\$75	\$134	\$500	\$2,197	\$175,752	\$145,997	\$18,000	\$7,830	\$85,683	\$38,138	\$471,400		
3	Engineer	\$4,026	\$75	\$125	\$0	\$1,917	\$101,424	\$84,253	\$0	\$0	\$49,842	\$22,185	\$257,704		
<b>CalFIRE "5th Step"</b>															
3	Captain*	\$4,553	\$75	\$319	\$0	\$2,518	\$176,105	\$147,952	\$0	\$0	\$98,202	\$43,710	\$467,969		
3	FC Paramedic*	\$4,853	\$75	\$146	\$500	\$2,681	\$182,650	\$151,727	\$18,000	\$7,830	\$104,559	\$46,539	\$511,305		
9	FAE Paramedic*	\$4,233	\$75	\$127	\$500	\$2,344	\$479,002	\$397,907	\$54,000	\$23,490	\$274,248	\$122,068	\$1,350,715		
6	Engineer*	\$3,955	\$75	\$119	\$0	\$2,192	\$298,717	\$248,144	\$0	\$0	\$170,976	\$76,101	\$793,938		
27	Number of line employees *Note: calculated @ 95% of top step (approx 5th step)														
15	Number of Paramedics														
												Subtotal	\$4,037,690		

Command & Control

2	Batt. Chief (Red Circle)	\$7,723	\$75	\$427	\$2,518	\$197,400	\$163,980	\$0	\$0	\$65,468	\$29,140	\$455,988		
0.5	Batt. Chief*	\$6,104	\$75	\$183	\$2,617	\$38,172	\$31,709	\$0	\$0	\$17,011	\$7,572	\$94,464		
1	Capit. Inspector (Top Step)	\$4,783	\$75	\$2,650	\$58,416	\$48,526	\$0	\$0	\$34,450	\$15,334	\$156,726			
1	Training Officer (Top Step)	\$4,783	\$75	\$2,650	\$58,416	\$48,526	\$0	\$0	\$34,450	\$15,334	\$156,726			
1	Division Chief (Red Circle)	\$11,725	\$995	\$1,851	\$182,912	\$135,331	\$0	\$0	Extended Duty Pay	\$5,314	\$315,497			
5.5	Number of Command Employees													
												Subtotal	\$1,179,401	

Coastside "Red Circle" Adjustments

												Subtotal	\$0
												Subtotal	\$0

Support Personnel

a	b	c	d	MONTHLY SALARY RATES				ANNUAL SALARY & BENEFITS				n		
				Salary	Fire Differential	Annual Salary	Salary Benefit Rate (Rf/c)	Annual Medic Retention	Medic Benefit Rate (POF)	Annual EDWC	EDWC Benefit Rate (POF)		Annual Total TOTALS	
<b>Coastside "Red Circle"</b>														
0	Hvy Eq Mechanic	\$6,556	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
1	Office Tech	\$4,478	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
0.5	Staff Svcs Analyst	\$4,788	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
0.38	Office Tech	\$3,515	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
												Subtotal	\$172,982	

Unplanned Overtime

												Subtotal	\$355,075
												Subtotal Personnel Services	\$5,745,148

OPERATING EXPENSES

												Subtotal	\$39,179
												Subtotal Operating Expenses	\$5,784,327
												Administrative Charge	\$739,815
												15/16 Total Schedule A PCA 17750	\$6,524,142

PERSONNEL SERVICES

												Subtotal	\$39,179
												Subtotal Operating Expenses	\$5,784,327
												Administrative Charge	\$739,815
												15/16 Total Schedule A PCA 17750	\$6,524,142