

# LAKE COUNTY FIRE PROTECTION DISTRICT

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## MEMORANDUM

To: Local 4115, International Association of Firefighters

From: William Sapeta, Fire Chief

Date: 11/17/2023

Re: Amendment #2 to the Memorandum of Understanding July 1, 2022 – June 30, 2027

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I would like to propose an amendment to the current MOU between the Lake County Fire Protection District and Local 4115, International Association of Firefighters for the period July 1, 2022 – June 30, 2027. I propose the adjustment of the 2023/2024 Salary Schedule for Tier 3 Shift Employees to comply with the 2024 California minimum wage requirement and realign the gaps between the EMS ranks of EMT and Paramedic.:

1. The California minimum wage is increasing to \$16/hour on 1/1/2024. This increase was not anticipated 2 years ago when the MOU was ratified. This increase creates a disparity between the EMT and Paramedic ranks. What was a 5% gap in ranks, will now be a 1.2% gap.
2. To mitigate the disparity determined above, the Paramedic salaries would be adjusted to realign the 5% gap between the EMT and Paramedic ranks.
3. When making the adjustment to realign the EMT and Paramedic ranks, this created a disparity with the Firefighter/EMT salary, as they would then be making less than a Step 3 Paramedic. It is my recommendation to increase the Firefighter/EMT salary by \$100/month to mitigate this additional disparity.
4. The current salary schedule has a 10% gap between the Paramedic and Firefighter/Paramedic ranks. The proposed changes in items 2 and 3 above, would decrease that gap to 6.34%. I ask that the Union approve this decrease in gap on a temporary basis.
  - a) The period of the decreased gap would be from 1/1-6/30/2024 (6 months).
  - b) On 7/1/2024, all salary schedules are already being adjusted for MOU raises. When this happens, all ranks will meet the current minimum wage requirements and all gaps between ranks will be realigned properly.

If the Union is in agreement with this amendment, I will present this to the Board of Directors for ratification.

Thank you.

Accepted:  Zach Pindel, Union Rep  
12/27/2023  Kyle Shields, Union Rep

 William Sapeta, Fire Chief  
 Denise Loustalot, Board Chairperson

2023/2024 MOU - Hire BC/4.5% raise to Tier 1/4.5% shift of PERS to Tier 1

Tier 3	Annual	Monthly	Semi-Mo	Shift Hourly	40 hour	Notes
<b>Captain</b> (Step 1)	77,891.16	6,490.93	3,245.47	26.75	37.45	5.00% Difference between Engineer III and Captain I resulting in a 0% raise from the 2021/22 salary
Step 2	80,227.89	6,685.66	3,342.83	27.55	38.57	
Step 3	82,564.63	6,880.39	3,440.19	28.35	39.69	
<b>Engineer</b> (Step 1)	69,979.92	5,831.66	2,915.83	24.03	33.64	5.00% Difference between FF III and Engineer I resulting in a 0% raise from the 2021/22 salary
Step 2	72,079.32	6,006.61	3,003.30	24.75	34.65	
Step 3	74,178.72	6,181.56	3,090.78	25.47	35.66	
<b>FF/Medic</b> (Step 1)	62,875.44	5,239.62	2,619.81	21.59	30.23	5.00% Difference between Entry FF and FF I resulting in a 0% raise from the 2021/22 salary
Step 2	64,761.70	5,396.81	2,698.40	22.24	31.14	
Step 3	66,647.97	5,554.00	2,777.00	22.89	32.04	
<b>FF/Medic Entry</b>	59,882.40	4,990.20	2,495.10	20.56	28.79	10.00% Difference between Medic III step and Entry FF resulting in a 0% raise from the 2021/22 salary
<b>FF/EMT</b>	56,282.40	4,690.20	2,345.10	19.33	27.06	3.39%
<b>Paramedic</b> (Entry)	50,838.60	4,236.55	2,118.28	17.46	24.44	5.00% Difference between EMT III and Entry Medic resulting in a 0% raise from the 2021/22 salary
Step 1	52,038.60	4,336.55	2,168.28	17.87	25.02	
Step 2	53,238.60	4,436.55	2,218.28	18.28	25.60	
Step 3	54,438.60	4,536.55	2,268.28	18.69	26.17	
<b>EMT/Attendant</b> (Entry)	44,817.84	3,734.82	1,867.41	15.39	21.55	
Step 1	46,017.84	3,834.82	1,917.41	15.80	22.12	
Step 2	47,217.84	3,934.82	1,967.41	16.21	22.70	
Step 3	48,417.84	4,034.82	2,017.41	16.63	23.28	

<b>FF/Medic</b> (Step 1)	5,239.62	2,619.81	21.59	5.00%
Step 2	5,396.81	2,698.40	22.24	
Step 3	5,554.00	2,777.00	22.89	
<b>FF/Medic Entry</b>	4,990.20	2,495.10	20.56	6.34%
<b>FF/EMT</b>	4,790.00	2,395.00	19.74	2.08%
<b>Paramedic</b> (Entry)	4,392.50	2,196.25	18.10	5.00%
Step 1	4,492.50	2,246.25	18.51	
Step 2	4,592.50	2,296.25	18.93	
Step 3	4,692.50	2,346.25	19.34	
<b>EMT/Attendant</b> (Entry)	3,883.33	1,941.67	16.00	
Step 1	3,983.33	1,991.67	16.41	
Step 2	4,083.33	2,041.67	16.83	
Step 3	4,183.33	2,091.67	17.24	