

LOCAL GOVERNMENT AGREEMENT RATES
(April 2010)

3931
Effective: July 1, 2009

The rates in this letter are the rates to use for the Local Government Public Resources Code 4142 and 4144 Agreements for Fiscal Year 2009-10. These rates are based on the current provisions of the negotiated Memorandum of Understandings (MOU) for the various Bargaining Units (BU). This document and any updates can be found at the Local Government Resources Page on the CAL FIRE Intranet:

<http://cdfweb/Library/ScheduleAForms/LGPRResourcesPage/>

Please refer to the latest update before initiating a contract.

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

PERSONNEL SERVICES RATES

3931.1

1) NIGHT DIFFERENTIAL

In accordance with BU 01 MOU, Section 11.8; BU 04 MOU, Section 11.8, BU 07 MOU Section 19.15, and BU 12 MOU, Section 2.8 employees in covered classifications would be eligible to receive Night Shift Differential.

- Retirement, Medicare and Social Security - For BU 1, 4, and 12 employees, if 4 hours of scheduled regular shift is between 1800-2400 hours, add \$.40/hour for the entire shift and; if 4 hours of scheduled regular shift is between 0001-0600 hours, add \$.50/hour for the entire shift.
- Retirement and Medicare - For BU 7 employees (i.e. Communications Operators), if 4 hours of the scheduled regular shift is between 1800-0600 hours, add \$.50/hour for the entire shift. BU 7 employees must work the regularly scheduled work shift for a minimum duration of one month.

2) HAZMAT DIFFERENTIAL – Full Staff Benefit Rate

In accordance with BU 08 MOU, Section 17.9.1, employees 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 hazardous material response team shall receive a \$150 differential each pay period while so assigned.

3) LONGEVITY PAY – Full Staff Benefit Rate

In accordance with BU 08 MOU, Section 17.10.1, rank and file employees and Managers and Supervisors associated with BU 08, shall be eligible to receive a monthly longevity pay differential as listed below:

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

4) BILINGUAL PAY – Full Staff Benefit Rate

In accordance with BU 01 MOU, Section 11.6, BU 04 Section 11.6, BU 08 MOU, Section 17.8.1, and BU 12 MOU, Section 2.11 identified employees shall receive \$100 per month when authorized for bilingual pay.

5) EDUCATIONAL INCENTIVE PAY – Full Staff Benefit Rate

In accordance with BU 8 MOU, Section 17.11, all permanent rank and file employees who meet at least one of the following criteria will receive educational incentive pay of \$75 per pay period:

- Permanent employees in fire protection classifications who have been journeyed under the approved 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 [for HFEO and Forestry Pilot (Helicopter) see paragraph 3 below].
- 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 Pilot (Helicopter), Heavy Fire Equipment Operator, Fire Prevention Assistant, Fire Prevention Specialist I, Fire Prevention Specialist II, and Forestry Logistics Officer I] that have completed 60 units from an accredited community college, college, or university.
- The Educational Incentive shall be eliminated upon movement to a classification other than R08.

6) ASSISTANT CHIEF DIFFERENTIAL – Full Staff Benefit Rate

Assistant Chief positions may include specific duties, which will qualify the incumbent for a 1.9% differential (Deputy Chief).

7) COMMERCIAL DRIVER LICENSE HOLDER, DRUG AND ALCOHOL TESTING – No benefits deducted for this expenditure

As of 1/1/95, the U. S. Department of Transportation (DOT) requires random, pre-employment, post accident, and reasonable suspicion drug and alcohol testing of commercial driver license holders. Department of Motor Vehicles (DMV) ruled that holders of the non-commercial, restricted firefighter license could be excluded from DOT-mandated testing. Further, DMV exempted firefighters who hold a commercial Class A or B driver license from DOT testing, if these firefighters drive Class A or B vehicles only in their firefighting capacity. DMV also specified that DOT-mandated testing does not apply to volunteer firefighters. Covered employees include HFEO, HEM, HEM (CF) and all firefighter classes who drive non-firefighting vehicles that require a commercial driver's license as well as other non-firefighter employees who operate commercial vehicles.

- The cost per driver is estimated at \$368.00.
- Exclude volunteers. CAL FIRE does not include these individuals in the DOT-mandated program.

8) COMMERCIAL DRIVERS LICENSE PAY DIFFERENTIAL (HEM) – Full Staff Benefit Rate

In accordance with BU 12 MOU, Section 2.15 all Heavy Equipment Mechanics receive a pay differential of \$205.00 (5% differential calculated based only on the base salary at top step) per month for possession and use of a commercial driver's license.

All Heavy Equipment Mechanics (Correctional Facility) receive a pay differential of \$225.00 (5% differential calculated based only on the base salary at top step) per month for possession and use of a commercial driver's license.

9) PASSENGER ENDORSEMENT PAY DIFFERENTIAL – Full Staff Benefit Rate

In accordance with BU 08 MOU, Section 17.13 all Heavy Fire Equipment Operators receive a pay differential of \$75.00 per pay period for possession of a passenger endorsement on their driver's license.

10) FIRE MISSION DIFFERENTIAL – Full Staff Benefit Rate

In accordance with BU 12 MOU, Section 2.21 each employee in the classification of Heavy Equipment Mechanic shall receive a fire mission differential of 2 pay steps during the period of time from the first day of fire season through the end of fire season declared within the employee home unit.

11) EXTENDED DUTY PAY – Full Staff Benefit Rate

The extended duty pay for the following Schedule A positions will be charged.
(This extended duty pay is calculated on the Base Salary)

The classifications listed below receive a 10% differential year round, calculated as follows:

CLASSIFICATION 7/1/05	1ST STEP		MID STEP		TOP STEP
ASSISTANT CHIEF (DIVISION CHIEF)	\$632	\$663	\$696	\$731	\$766
ASSISTANT CHIEF (DEPUTY CHIEF)	\$644	\$676	\$710	\$745	\$780
UNIT CHIEF	\$663	\$696	\$731	\$768	\$804
Forestry & Fire Protection Administrator	\$663	\$696	\$731	\$768	\$804
Forestry Equipment Manager I	\$471	\$495	\$520	\$546	\$573
Forestry Equipment Manager II	\$500	\$525	\$552	\$579	\$608
Forester II	\$568	\$576	\$605	\$635	\$690

In addition, the classifications listed below receive an additional 5% for a total of 15% during fire season (May 1 through October 30), calculated as follows:

CLASSIFICATION 5/1-10/30	1ST STEP		MID STEP		TOP STEP
ASSISTANT CHIEF (DIVISION CHIEF)	\$948	\$995	\$1045	\$1097	\$1149
ASSISTANT CHIEF (DEPUTY CHIEF)	\$965	\$1014	\$1084	\$1118	\$1171
UNIT CHIEF/Forestry & Fire Protection Administrator	\$995	\$1045	\$1097	\$1152	\$1206

12) WWG E REALLOCATION TO WWG 2 – No benefits deducted for this expenditure

The following classifications are eligible to be reallocated.

RANK AND FILE:
FORESTER I

Payment rate: All qualifying emergency overtime will be compensated, with cash or CTO at the Department's option, at the time and one-half rate when the criteria and indicators are met.

13) CONTRACTUAL POST COVERAGE – Full Staff Benefit Rate

The monthly contractual post coverage is calculated at top step for salary and planned overtime and benefits.

PERSONAL SERVICES MONTHLY SALARY RANGES – Full Staff Benefit Rate

RET	CLASSIFICATION	7/1/07 Salary Ranges					
POF	Forestry & Fire Protection Administrator	6632	6964	7312	7677	8042	
POF	Assistant Chief (Deputy Chief) [w/1.9%]	6436	6758	7096	7450	7805	
POF	Assistant Chief (Division Chief)	6316	6632	6963	7312	7659	
POF	Battalion Chief	4641	4873	5117	5373	5643	
POF	Forester I	4966	5214	5475	5749	6038	
POF	Forester II	5870	6164	6472	6795	7134	
POF	Fire Captain A - Hazmat [w/\$150 dif]	3798	3980	4172	4373	4582	
POF	Fire Captain A - Paramedic	3889	4083	4288	4502	4723	
POF	Fire Captain A	3648	3830	4022	4223	4432	
POF	Fire Captain B	4004	4204	4414	4635	4865	
POF	Heavy Fire Equipment Operator	3829	4020	4221	4432	4432	
POF	Fire Apparatus Engineer - Hazmat [w/\$150 dif]	3475	3641	3816	3999	3999	
POF	Fire Apparatus Engineer - Paramedic	3557	3735	3922	4118	4120	
POF	Fire Apparatus Engineer	3325	3491	3666	3849	3849	
POF	Firefighter II - Hazmat [w/\$150 dif]	2927	3066	3212	3365	3524	
POF	Firefighter II - Paramedic	3000	3150	3308	3473	3644	
POF	Firefighter II	2777	2916	3062	3215	3374	
POF	Firefighter I	2494	2619	2750	2887	3001	
MIS	Heavy Equipment Mechanic [NFS]	3617	3798	3971			
MIS	Heavy Equipment Mechanic [FS]	3988	4187	4397			
Saf	Heavy Equipment Mechanic (CF) [NFS]	3971	4170	4359			
Saf	Heavy Equipment Mechanic (CF) [FS]	4378	4597	4827			
Saf	Communications Operator Range A	3016	3167	3325	3491	3666	4033
Saf	Communications Operator Range B	3416	3587	3763	3951	4147	4562
POF	Forestry Equipment Manager I	4713	4949	5196	5456	5729	
POF	Forestry Equipment Manager II	5004	5254	5517	5793	6084	
MIS	Fire Prevention Specialist I	2972	3121	3277	3440	3611	
MIS	Fire Prevention Specialist II	3399	3569	3747	3935	4131	
MIS	Accountant I (Specialist)	2870	3014	3164	3322	3448	
MIS	Office Technician (General)	2638	2770	2908	3054	3209	
MIS	Office Technician (Typing)	2686	2820	2961	3109	3264	
MIS	Office Assistant (General) Range A	2074	2178	2287	2401	2519	
MIS	Office Assistant (General) Range B	2280	2394	2514	2639	2776	
MIS	Office Assistant (Typing) Range A	2143	2250	2363	2481	2606	
MIS	Office Assistant (Typing) Range B	2324	2440	2562	2690	2826	
MIS	Staff Services Analyst	3658	3841	4033	4235	4446	
MIS	Administrative Officer I	3845	4037	4239	4451	4622	
MIS	Administrative Officer II	4622	4853	5096	5351	5576	
MIS	Personnel Specialist	3346	3513	3689	3873	4067	
MIS	Accounting Technician	2638	2770	2908	3054	3209	
MIS	Business Service Officer I (Specialist)	3658	3841	4033	4235	4446	
MIS	Forestry Logistics Officer I Range A	3168	3326	3493	3667	3806	
	Forestry Logistics Officer I Range B	3446	3618	3799	3989	4188	
MIS	Forestry Logistics Officer II	3480	3654	3837	4029	4181	
MIS	Materials and Stores Specialist [NFS]	2877	3021	3172	3330	3420	
MIS	Materials and Stores Specialist [FS]	3021	3172	3331	3497	3672	
MIS	Fire Lookout	2210	2321	2437	2558	2606	
MIS	Telecommunications Systems Analyst I	A	2817	2958	3106	3261	3597
		B	3050	3203	3363	3531	3893
		C	3658	3841	4033	4235	4669
MIS	Telecommunications Systems Analyst II		4400	4620	4851	5094	5616

14) RECRUITMENT AND RETENTION DIFFERENTIAL FOR CAL FIRE CHIEF OFFICER AND RELATED CEA TEMPORARY RECRUITMENT AND RETENTION DIFFERENTIAL – Full Staff Benefit Rate

This differential is a temporary recruitment and retention differential and all incumbent in the classes of Unit Chief and FFPA will receive the monthly differential. CEA position, approved by DPA, will receive the monthly differential.

CLASSIFICATION	MONTHLY COST
Unit Chief	\$1943.00
Forestry and Fire Protection Administrator	\$1943.00
CEA:	
Assistant Deputy Director/Assistant Region Chief	\$1550.00
Deputy Director/Region Chief	\$1350.00

15) RECRUITMENT AND RETENTION DIFFERENTIAL FOR ASSISTANT CHIEF – Full Staff Benefit Rate

This differential is a temporary recruitment and retention differential and eligible incumbents (current incumbents, reinstatements, qualifying promotions and retired annuitants) may receive the monthly differential.

CLASSIFICATION	MONTHLY COST
Assistant Chief (Supervisory)	\$1851.00

16) PARAMEDIC RECRUITMENT AND RETENTION DIFFERENTIAL– Retirement and Medicare

In accordance with BU 08 MOU, Section 17.12 the differential shall be paid annually in the November pay period for the period covering the previous November through October pay period. The rates are: 1-12 pay periods (of CAL FIRE paramedic experience which includes prior time for blanket-in employees) + \$250/pay period; 13-24 pay periods \$300/pay period; 25-36 pay periods \$350/pay period; over 37 pay periods \$500/pay period.

This should be billed on the AO-17 annually for those employees that qualify. If the employee leaves or changes positions or transfers/promotes the Unit receiving the employee will be responsible for the time in the newly assigned Unit. The Unit the employee came from will be responsible for the remaining pay periods.

17) COVERALLS FOR HEAVY FIRE EQUIPMENT OPERATORS (HFEO) – No benefits deducted for this expenditure

In accordance with BU 08 MOU, Section 11.12.2 Heavy Fire Equipment Operators receive 2 sets of coveralls that are provided and maintained by the employer. The cost may vary depending on location. Use \$9.00 per month for each HFEO.

18) COVERALLS FOR HEAVY EQUIPMENT MECHANIC (HEM) – No benefits deducted for this expenditure

In accordance with BU 12 MOU, Section 4.4 identified employees and Heavy Equipment Mechanics receive employer provided and maintained coveralls through a cleaning service. The cost may vary depending on location. Use \$9.00 per month for each HEM.

19) FAIR LABOR STANDARDS ACT (FLSA) PAY – Retirement and Medicare

The following budgeted Schedule A positions used by local government must have planned overtime budgeted for each Work Period at the following rates:

FIRE PROTECTION CLASSIFICATIONS	FLSA PAY	PARAMEDIC	HAZ MAT
BATTALION CHIEF- 84 hr.	\$3,566		
BATTALION CHIEF- 72 hr. Hired after 5/12/06	\$2,063		
FIRE CAPTAIN A	\$2,084	\$2,220	\$2,154
FIRE CAPTAIN B	\$2,287		
FIRE APPARATUS ENGINEER	\$1,810	\$1,937	\$1,880
FIREFIGHTER II	\$1,586	\$1,713	\$1,657
FIREFIGHTER I	\$1,037		
HEAVY FIRE EQUIP. OP.	\$2,084		
LOOK-OUTS	\$318		

20) AMADOR PROGRAM / SUPPORT STAFF RATES – Total monthly cost including benefits

Costs for support staff personnel assigned to the Amador Program are: *(see Handbook Section 8554 for details)*

CLASSIFICATION	MONTHLY COST
Battalion Chief	\$949.00
Fire Captain	\$787.00
Fire Apparatus Engineer	\$697.00

21) OVERTIME –

- Medicare all BU08 employees except Look-Outs.
- Look-Outs pay Social Security and Medicare

Overtime requirements beyond the scheduled duty week should be budgeted at 1-1/2 times. The following are hourly 1-1/2 time rates (top step rounded up to whole dollar):

CLASSIFICATION	IRA
BATTALION CHIEF	\$35
BATTALION CHIEF – Hired after 5/12/06	\$35
FIRE CAPTAIN A –HAZMAT	\$28
FIRE CAPTAIN A -PARAMEDIC	\$29
FIRE CAPTAIN A	\$27
FIRE CAPTAIN B	\$30
FIRE APPARATUS ENGINEER-HAZMAT	\$25
FIRE APPARATUS ENGINEER-PARAMEDIC	\$25
FIRE APPARATUS ENGINEER	\$24
FIREFIGHTER II-HAZMAT	\$22
FIREFIGHTER II-PARAMEDIC	\$23
FIREFIGHTER II	\$21
HEAVY EQUIPMENT MECHANIC [NFS]	\$34
HEAVY EQUIPMENT MECHANIC [FS]	\$39
HEAVY EQUIPMENT MECHANIC (CF) [NFS]	\$38
HEAVY EQUIPMENT MECHANIC (CF) [FS]	\$42
HEAVY FIRE EQUIPMENT OPERATOR	\$27
FIREFIGHTER I	\$14
FORESTER I	\$49
COMMUNICATIONS OPERATOR (Range A)	\$35
COMMUNICATIONS OPERATOR (Range B)	\$39
FIRE PREVENTION SPECIALIST I	\$30
FIRE PREVENTION SPECIALIST II	\$35
FORESTRY LOGISTICS OFFICER I (Range A)	\$32
FORESTRY LOGISTICS OFFICER I (Range B)	\$35
FORESTRY LOGISTICS OFFICER II	\$35
LOOK-OUTS	\$13

22) EMERGENCY RESPONSE BONUS (ERB) – Retirement and Medicare

The following Schedule A and Schedule B funded positions used by Schedule A during non-fire season will be charged for extended staff availability if an employee is assigned to an Emergency Response Assignment. (This 5% ERB is calculated on the Base Salary).

CLASSIFICATION 7/1/05	1st STEP		MID STEP		TOP STEP
FORESTRY EQUIPMENT MANAGER I	\$236	\$247	\$260	\$273	\$286
FORESTRY EQUIPMENT MANAGER II	\$250	\$263	\$276	\$290	\$304
FORESTER I	\$248	\$262	\$274	\$287	\$302
FORESTER II	\$294	\$308	\$324	\$340	\$357

23) FLSA EXEMPT EMPLOYEE DIFFERENTIAL FOR EXTREMELY ARDUOUS WORK AND EMERGENCIES – No benefits deducted for this expenditure

Employees who are exempt from the Federal Fair Labor Standards Act shall be eligible to receive this differential when performing arduous work that exceeds the normal demands of state service employment. Employees are eligible for this pay differential for up to four months per fiscal year (or per event for emergencies involving loss of life or property).

Qualifying employees are paid in increments of \$300 per workweek up to \$1,200 total per pay period. Any workweek group E classification that is exempted from coverage under the FLSA including the following classifications associated with cooperative agreements, are eligible for this pay differential.

WEEKLY RATE	7/1/05
ASSISTANT CHIEF (DEPUTY CHIEF)	\$300
FORESTER III	\$300
ASSISTANT CHIEF (DIVISION CHIEF)	\$300
FORESTER II	\$300
FORESTRY EQUIPMENT MANAGER I	\$300
DATA PROCESSING MANAGER I	\$300
ACCOUNTING ADMINISTRATOR I, II, III	\$300

OPERATING EXPENSES

3931.2

A. Communications

The communication rate from the Department of General Services (DGS) has been reformulated individually for each CAL FIRE Unit that is using the DGS Telecom Division.

Use the following rates for Fiscal Year 2009-10.

PUBLIC RESOURCES CODE SECTION 4142 (Schedule A)	
	Total Monthly Maintenance Cost
Riverside County Fire Dept.	\$48,240.43
City of Highland	\$128.00
Yucaipa Telecom	\$256.00
Merced County Fire	\$170.00
PUBLIC RESOURCES CODE SECTION 4144 (Amador)	
Mobile Radio	\$20.52
Electronic Siren	\$5.01
Fixed Stations	\$91.58
Handie Talkie	\$5.33
Fixed Receiver	\$5.21
	Hourly Rate
Engineer Time	\$145.00/hour
Technician Time	\$122.00/hour

B. Uniform Allowance - Retirement and Medicare for BU 8 only. For BU 1, BU 7 and BU 12 no retirement or staff benefits are deducted.

NOTE: BU 1, BU 7 and BU 12 employees must work an entire year to get reimbursement.

Invoice the uniform allowance monthly on the AO-17. 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
Unit 8 and Supervisors/Managers MOU Section 12.3		
Permanent Full-Time Wearer	\$830	\$69.17
Firefighter I		\$70.00
Unit 12 MOU Section 12.8		
Heavy Equipment Mechanic	\$450	\$37.50
Heavy Equipment Mechanic (CF)	\$450	\$37.50
Materials & Stores Specialist	\$450	\$37.50
Unit 7 MOU (Side Letter)		
Communications Operator	\$450	\$37.50
Unit 1 MOU Section 12.11		
Business Services Officer (with receipts)	\$450	\$37.50

C. Tool Allowance

In accordance with BU 12 MOU Section 12.6 Permanent, Full-Time Heavy Equipment Mechanics 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.

D. 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 ECC	\$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

E. Vehicle Maintenance

- Local Agency-Owned Equipment

Local agency-owned vehicles that are to be maintained and repaired by CAL FIRE must be budgeted and listed by category (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 or	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> 1 st Element Size and Type	2 nd 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.

<u>Rated Equipment 1(B)</u>	\$/Mile As of 07/01/08
Sedans/Pickups/Service Vehicles	\$0.585

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 07/01/08
Schedule A	\$0.585
Amador Plan	\$0.585
Engines	\$/Month
Schedule A	\$1,431.00
Amador Plan	\$1,431.00

BENEFIT RATES

3931.3

STAFF BENEFIT RATE MATRIX FY 09/10

Final Rate Letter: 11-12-2009

Weighted for Coded and Temp Help

Fixed Rates - (Bold)

STAFF BENEFIT RATES	MISC.	SAFETY	POF
RETIREMENT	16.90%	18.10%	25.85%
RETIREMENT OFFSET	0.00%	0.00%	1.88%
HEALTH/DENTAL/VISION	22.63%	22.63%	22.63%
SOCIAL SECURITY INSURANCE (SSI)	6.20%	0.00%	0.00%
MEDICARE TAX	1.45%	1.45%	1.45%
LIFE INSURANCE	0.01%	0.00%	0.01%
SURVIVOR'S BENEFITS	0.00%	0.12%	0.12%
SUBTOTAL	47.19%	42.30%	51.94%
WORKERS COMP.	9.78%	6.02%	6.02%
TOTAL	56.97%	48.32%	57.96%
UNEMPLOYMENT INSURANCE (applied to fire fighters I only)	MISC.	SAFETY	POF
UNEMPLOYMENT INSURANCE	17.51%	17.51%	17.51%
ADMINISTRATIVE CHARGE (include all contract costs)	MISC.	SAFETY	POF
STATEWIDE PRO RATA	4.50%	4.50%	4.50%
CAL FIRE INDIRECT	6.50%	6.50%	6.50%
TOTAL	11.00%	11.00%	11.00%

STAFF BENEFIT RATES	MISC.	SAFETY	POF
UNPLANNED OVERTIME	7.65% **	1.45% *	1.45% *
FLSA OVERTIME****	0.00%	0.00%	29.18% ***
UNIFORM ALLOWANCE	0.00%	0.00%	29.18% ***
PARAMEDIC RETENTION	0.00%	0.00%	29.18% ***
EMERGENCY RESPONSE BONUS	0.00%	0.00%	29.18% ***
ARDUOUS DUTY ASSIGNMENT	7.65% **	0.00%	1.45% *

* Medicare

** Social Security and Medicare

*** Retirement and Medicare

****FairLaborStandardsAct-formerly"Planned Overtime"

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