



LAKEPORT FIRE PROTECTION DISTRICT

445 N. Main Street, Lakeport CA 95453 (707) 263-4396

www.Lakeportfire.com

Salary Schedule

Lakeport Professional Firefighters Association

Effective Date

Teamsters Local #856

4/1/2024 Step %
increase

Firefighter I - Step 1 (was Start)	Monthly	4,426.42	
Firefighter I - Step 2 (was Step 1)	Monthly	4,647.74	5.0%
Firefighter I - Step 3 (was Step 2)	Monthly	4,880.13	5.0%
Firefighter I - Step 4 (was Step 3)	Monthly	5,124.14	5.0%
Firefighter I - Step 5 (was Step 4)	Monthly	5,380.33	5.0%
Firefighter I - Step 6	Monthly	5,649.36	5.0%
Firefighter I - Step 8	Monthly	5,931.82	5.0%

Firefighter II - Step 1 (was Start)	Monthly	4,868.53	
Firefighter II - Step 2 (was Step 1)	Monthly	5,111.96	5.0%
Firefighter II - Step 3 (was Step 2)	Monthly	5,367.56	5.0%
Firefighter II - Step 4 (was Step 3)	Monthly	5,635.93	5.0%
Firefighter II - Step 5 (was Step 4)	Monthly	5,917.73	5.0%
Firefighter II - Step 6	Monthly	6,213.62	5.0%
Firefighter II - Step 8	Monthly	6,524.30	5.0%

Firefighter I/Mechanic - Step 1 (was Start)	Monthly	5,311.70	
Firefighter I/Mechanic - Step 2 (was Step 1)	Monthly	5,577.28	5.0%
Firefighter I/Mechanic - Step 3 (was Step 2)	Monthly	5,856.15	5.0%
Firefighter I/Mechanic - Step 4 (was Step 3)	Monthly	6,148.96	5.0%
Firefighter I/Mechanic - Step 5 (was Step 4)	Monthly	6,456.40	5.0%
Firefighter I/Mechanic - Step 6	Monthly	6,779.23	5.0%
Firefighter I/Mechanic - Step 8	Monthly	7,118.19	5.0%

Firefighter II/Mechanic - Step 1 (was Start)	Monthly	5,842.24	
Firefighter II/Mechanic - Step 2 (was Step 1)	Monthly	6,134.35	5.0%
Firefighter II/Mechanic - Step 3 (was Step 2)	Monthly	6,441.07	5.0%
Firefighter II/Mechanic - Step 4 (was Step 3)	Monthly	6,763.12	5.0%
Firefighter II/Mechanic - Step 5 (was Step 4)	Monthly	7,101.28	5.0%
Firefighter II/Mechanic - Step 6	Monthly	7,456.34	5.0%
Firefighter II/Mechanic - Step 8	Monthly	7,829.16	5.0%

Captain - Step 1 (was Start)	Monthly	5,355.51	
Captain - Step 2 (was Step 1)	Monthly	5,623.29	5.0%
Captain - Step 3 (was Step 2)	Monthly	5,904.45	5.0%
Captain - Step 4 (was Step 3)	Monthly	6,199.68	5.0%
Captain - Step 5 (was Step 4)	Monthly	6,509.66	5.0%
Captain - Step 6	Monthly	6,835.14	5.0%
Captain - Step 8	Monthly	7,176.90	5.0%

Holiday Pay	Annual	1897-3076
Paramedic Pay for Firefighters	Monthly	450.00
Educational Incentives - (0-10%)	Monthly	0-717.69
Uniform Allowance	Annually	650.00



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Contract and Unrepresented Employees

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4/1/2024

Fire Chief			
Lowest Range	Monthly	9,473.51	
Mid-Range	Monthly	10,227.95	
Highest Range	Monthly	10,982.39	

step%

Single Role EMT - Step 1	Monthly	4,004.00	
Single Role EMT - Step 2	Monthly	4,204.20	5.0%
Single Role EMT - Step 3	Monthly	4,414.41	5.0%
Single Role EMT - Step 4	Monthly	4,635.13	5.0%
Single Role EMT - Step 5	Monthly	4,866.89	5.0%
Single Role EMT - Step 6	Monthly	5,110.23	5.0%
Single Role EMT - Step 8	Monthly	5,365.74	5.0%

Single Role Medic - Step 1	Monthly	4,707.73	
Single Role Medic - Step 2	Monthly	4,943.12	5.0%
Single Role Medic - Step 3	Monthly	5,190.27	5.0%
Single Role Medic - Step 4	Monthly	5,449.79	5.0%
Single Role Medic - Step 5	Monthly	5,722.28	5.0%
Single Role Medic - Step 6	Monthly	6,008.39	5.0%
Single Role Medic - Step 8	Monthly	6,308.81	5.0%

Office Assistant - Step 1	Hourly	20.57	
Office Assistant - Step 2	Hourly	21.60	5.0%
Office Assistant - Step 3	Hourly	22.68	5.0%
Office Assistant - Step 4	Hourly	23.81	5.0%
Office Assistant - Step 5	Hourly	25.00	5.0%
Office Assistant - Step 6	Hourly	26.25	5.0%

Administrative Assistant - Step 1	Monthly	4,762	
Administrative Assistant - Step 2	Monthly	5,000	5.0%
Administrative Assistant - Step 3	Monthly	5,250	5.0%
Administrative Assistant - Step 4	Monthly	5,513	5.0%
Administrative Assistant - Step 5	Monthly	5,788	5.0%
Administrative Assistant - Step 6	Monthly	6,078	5.0%

Approved by the Board of Directors on April 9, 2024, effective 4/1/24

Annuitant Deputy Fire Marshal/ Plans
Examiner** Hourly* 45.35

Ambulance Attendant/EMT (40 hr. rate)#	Hourly*	29.56
Ambulance Attendant/Paramedic (40 hr. rate +\$1.85)#	Hourly*	31.50

Extra Help FF1/EMT (53 hr.wk)#	Hourly*	22.31
Extra Help FF1/Paramedic (53 hr.wk + \$1.85)#	Hourly*	24.27
Extra Help/Wildland FF (53 hr.wk)##	Hourly*	26.63

*Part-time Employees

**Hourly Rate based on Captain Step 6 +15% on a 40 hr. vs. 56 hr. week

#Hourly Rate based on Firefighter 1 - Step 4 (56 hr. converted to 40 or 53)

##Wildland FF rate based on Annual OES Rate Letter