



**Aptos/La Selva Fire Protection District**

6934 Soquel Drive, Aptos, CA 95003

(831) 685-6690 • www.aptosfire.com

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**SIDE LETTER AGREEMENT TO AMEND  
Aptos/La Selva Fire District Chief Officers' Association**

Subject: Reopen the Chief Officers Memorandum of Understanding with respect to out of class compensation when assigned to work in the capacity of Acting Fire Chief.

Effective January 1, 2017, when the Fire Chief or Board of Directors temporarily appoints a member to act in the capacity of the Fire Chief, the following shall apply.

**A. Out of Class Compensation**

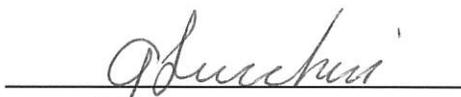
Employees required to work out of class (upward) to Acting Fire Chief, shall be compensated at the same rate of pay that they would receive if appointed to that position. Salary is as follows:

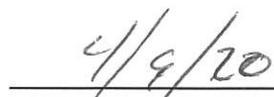
- Effective 1/1/2017- \$16,997/monthly, \$98.06/hourly
- Effective 4/23/2018- \$15,833/monthly, \$91.35/hourly
- Effective 5/4/2019- \$16,625/monthly, \$95.91/hourly

Employees who work in a higher class in an acting position or temporary upgrade assignment shall have their premium pay for regularly scheduled hours reported to CalPERS for pension calculation pursuant to the California Code of regulations, title 2, Section 571 as Temporary Upgrade Pay.

  
\_\_\_\_\_  
Scott Cullen, Chief Officers Association

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
George Lucchesi, Board President

  
\_\_\_\_\_  
Date

BEFORE THE BOARD OF DIRECTORS  
OF THE APTOS/LA SELVA FIRE PROTECTION DISTRICT  
OF SANTA CRUZ COUNTY

RESOLUTION NO. 03-20

On the motion of *Scalor*  
Duly seconded by *Darbro*  
the following Resolution is adopted.

**RESOLUTION ADOPTING THE MASTER SALARY SCHEDULE  
FOR IAFF LOCAL 3535**

**WHEREAS**, California Code Regulations (CCR), Title 2, Sections 570.5 and 571(b) were adopted by CalPERS to provide specific requirements on how public agencies should document pay rates and special compensation items; and

**WHEREAS**, to comply with 2 CCR 570.5, the District's salary schedule listing all titles in IAFF Local 3535 for every employee position in IAFF Local 3535, pay rates for each position, and the time base for each pay rate must be adopted by the employer;

**WHEREAS**, to comply with 2 CCR 571(b), the District is required to consolidate all salary into one document that must be adopted by the Board of Directors; and

**NOW, THEREFORE, BE IT RESOLVED AND ORDERED** that the Board of Directors of the Aptos/La Selva Fire Protection District adopts the attached master salary schedule for all positions in IAFF Local 3535;

**PASSED AND ADOPTED** by the Board of Directors of the Aptos/La Selva Fire Protection District, County of Santa Cruz, State of California this 9<sup>th</sup> day of April, 2020 by the following vote:

**AYES:** *Darbro, Foster, Lucchesi, Scalor, Sp. scale*

**NOES:**

**ABSENT:**

**ABSTAIN:**

ATTEST: \_\_\_\_\_

*AA*  
Secretary to the Board

*J. Lucchesi*  
Board President

Exhibit "A" Aptos/La Selva Firefighter Local 3535 MOU Effective 1/14/2017		All Members Receive Base and Holiday Pay (or Holiday Leave)							Members must meet certain eligibility requirements or be assigned to certain specialties in order to receive the pay listed below.						
Position Title		Base	Base	Base	Holiday	Holiday	Shift	1.5	EP	EP	ARRT	ARRT	HazMat	HazMat	Longevity
		Bi-Weekly	Monthly	Annually	Monthly	Annually		Shift	Shift	Monthly	Annually	Monthly	Annually	Monthly	Annually
CAPTAIN III		\$4,704.00	\$10,192.00	\$122,304.00	\$1,066.88	\$13,066.56	\$1,005.24	\$1,507.80	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$509.60	\$8,115.20	2.50%
	II	\$4,593.23	\$9,952.00	\$116,424.00	\$1,063.40	\$12,780.60	\$981.57	\$1,472.35	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$497.60	\$5,071.20	2.50%
	I	\$4,482.46	\$9,712.00	\$116,544.00	\$1,037.68	\$12,451.92	\$957.90	\$1,438.84	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$465.80	\$5,827.20	2.50%
FIREFIGHTER / PARAMEDIC III		\$4,202.31	\$9,105.00	\$109,260.00	\$972.92	\$11,675.04	\$896.03	\$1,347.04	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$455.25	\$5,483.00	2.50%
	II	\$4,103.64	\$8,991.00	\$106,892.00	\$950.04	\$11,400.48	\$876.92	\$1,315.38	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$444.55	\$5,334.80	2.50%
	I	\$4,000.15	\$8,687.00	\$104,004.00	\$926.12	\$11,113.44	\$854.63	\$1,282.24	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$433.35	\$5,200.20	2.50%
PROBATIONARY		\$3,401.54	\$7,370.00	\$88,440.00	\$787.54	\$9,450.48	\$728.00	\$1,080.36	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$388.60	\$4,422.00	2.50%
FIREFIGHTER III		\$3,927.23	\$8,509.00	\$102,108.00	\$899.22	\$10,910.64	\$836.24	\$1,255.07	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$425.45	\$5,105.40	2.50%
	II	\$3,833.54	\$8,306.00	\$99,872.00	\$887.38	\$10,648.68	\$816.22	\$1,228.83	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$415.30	\$4,983.80	2.50%
	I	\$3,740.31	\$8,104.00	\$97,248.00	\$865.80	\$10,369.60	\$799.30	\$1,198.95	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$405.20	\$4,862.40	2.50%
PROBATIONARY		\$3,180.82	\$6,882.00	\$82,704.00	\$736.32	\$8,835.84	\$679.78	\$1,019.84	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$344.60	\$4,135.20	2.50%
PER DIEM STRUCTURE:		Hourly Regular	Hourly 1.5	Shift-Regular	Shift 1.5										
ACT'G CAPT - FF		\$4.84	\$7.11	\$118.58	\$177.84										
ACT'G CAPT - FF/PM		\$2.49	\$3.73	\$59.70	\$89.64										
CAPT - DUTY CHIEF COVERAGE		\$13.18	\$19.74	\$316.84	\$473.76										
Hazardous Materials Technician		5% Base pay													
Aquatics Rescue Response Team		5% Firefighter/Paramedic I Base Pay													
Education Pay		Max 4% Firefighter/Paramedic I Base Pay													

Exhibit "A" Aptos/La Selva Firefighter Local 3535 MOU Effective 1/1/2018		All Members Receive Base and Holiday Pay (or Holiday Leave)							Members must meet certain eligibility requirements or be assigned to certain specialties in order to receive the pay listed below.						
Position Title		Base	Base	Holiday	Holiday	Shift	1.5	EP	EP	ARRT	ARRT	HazMat	HazMat	Longevity	
		Monthly	Annually	Monthly	Annually		Shift	Shift	Monthly	Annually	Monthly	Annually	Monthly	Annually	> 10 Yrs
CAPTAIN III		\$10,395.84	\$124,760.08	\$1,110.66	\$13,327.89	\$1,025.34	\$1,538.01	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$519.78	\$8,237.50	2.50%	
	II	\$10,151.04	\$121,812.48	\$1,064.67	\$13,016.02	\$1,001.20	\$1,501.80	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$507.55	\$8,090.82	2.50%	
	I	\$9,906.24	\$118,874.88	\$1,058.41	\$12,700.08	\$977.05	\$1,485.58	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$495.31	\$5,943.74	2.50%	
FIREFIGHTER / PARAMEDIC III		\$9,287.10	\$111,445.20	\$992.38	\$11,908.64	\$915.99	\$1,373.95	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$484.36	\$5,572.26	2.50%	
	II	\$9,038.82	\$108,825.84	\$969.04	\$11,628.40	\$894.40	\$1,341.69	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$453.44	\$5,441.29	2.50%	
	I	\$8,840.34	\$106,084.08	\$944.84	\$11,335.71	\$871.92	\$1,307.89	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$442.02	\$5,304.20	2.50%	
PROBATIONARY		\$7,517.40	\$90,208.80	\$803.29	\$9,839.40	\$741.44	\$1,112.16	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$375.87	\$4,510.44	2.50%	
FIREFIGHTER III		\$8,079.18	\$104,160.16	\$927.40	\$11,128.85	\$856.03	\$1,284.04	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$433.98	\$5,207.51	2.50%	
	II	\$8,472.12	\$101,665.44	\$905.13	\$10,861.63	\$835.51	\$1,253.41	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$423.81	\$5,083.27	2.50%	
	I	\$8,288.08	\$99,192.96	\$883.12	\$10,599.60	\$816.28	\$1,222.93	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$413.30	\$4,959.85	2.50%	
PROBATIONARY		\$7,020.84	\$84,358.08	\$751.05	\$8,012.56	\$693.35	\$1,040.03	\$353.81	\$4,243.36	\$442.02	\$5,304.20	\$351.49	\$4,217.60	2.50%	
PER DIEM STRUCTURE:		Hourly Regular	Hourly 1.5	Shift-Regular	Shift 1.5										
ACT'G CAPT - FF		\$5.04	\$7.56	\$121.03	\$181.54										
ACT'G CAPT - FF/PM		\$2.64	\$3.92	\$61.07	\$91.60										
CAPT - DUTY CHIEF COVERAGE		\$13.42	\$20.13	\$322.16	\$483.24										
Hazardous Materials Technician		5% Base pay													
Aquatics Rescue Response Team		5% Firefighter/Paramedic I Base Pay													
Education Pay		Max 4% Firefighter/Paramedic I Base Pay													

Exhibit "A" Aptos/La Selva Firefighter Local 3535 MOU Effective 1/1/2019		All Members Receive Base and Holiday Pay (or Holiday Leave)							Members must meet certain eligibility requirements or be assigned to certain specialties in order to receive the pay listed below.						
Position Title		Base	Base	Holiday	Holiday	Shift	1.5	EP	EP	ARRT	ARRT	HazMat	HazMat	Longevity	
		Monthly	Annually	Monthly	Annually		Shift	Shift	Monthly	Annually	Monthly	Annually	Monthly	Annually	> 10 Yrs
CAPTAIN III		\$4,894.04	\$10,803.76	\$127,245.08	\$1,132.87	\$13,594.45	\$1,045.85	\$1,588.77	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$530.19	\$8,362.25	2.50%
	II	\$4,778.90	\$10,354.00	\$124,248.73	\$1,108.39	\$13,276.34	\$1,021.22	\$1,531.83	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$517.70	\$8,212.44	2.50%
	I	\$4,663.55	\$10,104.36	\$121,252.38	\$1,079.56	\$12,954.68	\$995.59	\$1,494.89	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$505.22	\$8,062.62	2.50%
FIREFIGHTER / PARAMEDIC III		\$4,372.08	\$9,472.84	\$113,874.10	\$1,012.23	\$12,146.71	\$934.31	\$1,401.46	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$473.64	\$5,883.71	2.50%
	II	\$4,260.32	\$9,250.20	\$111,002.36	\$988.42	\$11,861.06	\$912.35	\$1,368.62	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$462.51	\$5,550.12	2.50%
	I	\$4,161.76	\$9,017.45	\$106,205.76	\$963.64	\$11,562.42	\$889.36	\$1,334.04	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$450.88	\$5,410.29	2.50%
PROBATIONARY		\$3,538.96	\$7,887.75	\$92,012.98	\$819.96	\$9,832.28	\$756.27	\$1,134.41	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$383.39	\$4,600.65	2.50%
FIREFIGHTER III		\$4,085.89	\$8,852.76	\$106,233.16	\$945.95	\$11,351.43	\$873.15	\$1,309.72	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$442.64	\$5,311.68	2.50%
	II	\$3,986.41	\$8,641.56	\$103,698.75	\$923.23	\$11,078.76	\$852.32	\$1,278.48	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$432.08	\$5,184.94	2.50%
	I	\$3,891.42	\$8,431.40	\$101,178.82	\$900.78	\$10,809.34	\$831.50	\$1,247.39	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$421.67	\$5,058.84	2.50%
PROBATIONARY		\$3,309.43	\$7,170.44	\$88,045.24	\$788.07	\$9,192.61	\$707.22	\$1,080.83	\$390.69	\$4,328.23	\$450.88	\$5,410.29	\$358.62	\$4,302.26	2.50%
PER DIEM STRUCTURE:		Hourly Regular	Hourly 1.5	Shift-Regular	Shift 1.5										
ACT'G CAPT - FF		\$5.14	\$7.72	\$123.45	\$185.17										
ACT'G CAPT - FF/PM		\$2.60	\$3.90	\$62.29	\$92.43										
CAPT - DUTY CHIEF COVERAGE		\$13.69	\$20.54	\$328.60	\$492.90										
Hazardous Materials Technician		5% Base pay													
Aquatics Rescue Response Team		5% Firefighter/Paramedic I Base Pay													
Education Pay		Max 4% Firefighter/Paramedic I Base Pay													