

**City of Encinitas
Encinitas Firefighters Association (EFA)
Effective January 1, 2024**

Appendix A

3% MOU Increase Effective January 1, 2024

		Hourly	Semi-Monthly	Monthly	Annual
S90	Probationary FF/Paramedic	29.9736	3,637	7,273	87,281
S91	Firefighter/Paramedic III	35.2189	4,273	8,546	102,555
S92	Firefighter/Paramedic II	35.9680	4,364	8,728	104,736
S93	Firefighter/Paramedic I	37.0924	4,500	9,001	108,010
S94	Fire Engineer	37.8287	4,590	9,180	110,154
S95	Fire Captain	44.3876	5,386	10,771	129,253
S100	Administrative Fire Captain (40 hour per week)	68.3549	5,924	11,848	142,178

Average week is 56 hours. Calculation includes 53 hours base pay plus 3 hours "FLSA time" without overtime.

Approved 11/8/23 : 5% Increase Effective January 1, 2024

		Hourly	Semi-Monthly	Monthly	Annual
S90	Probationary FF/Paramedic	31.4723	3,819	7,637	91,645
S91	Firefighter/Paramedic III	36.9798	4,487	8,974	107,682
S92	Firefighter/Paramedic II	37.7664	4,582	9,164	109,973
S93	Firefighter/Paramedic I	38.9470	4,725	9,451	113,411
S94	Fire Engineer	39.7201	4,819	9,638	115,662
S95	Fire Captain	46.6070	5,655	11,310	135,716
S100	Administrative Fire Captain (40 hour per week)	71.7728	6,221	12,441	149,293

3% MOU Increase Effective January 1, 2025

		Hourly	Semi-Monthly	Monthly	Annual
S90	Probationary FF/Paramedic	32.4165	3,933	7,866	94,394
S91	Firefighter/Paramedic III	38.0882	4,621	9,243	110,913
S92	Firefighter/Paramedic II	38.8994	4,720	9,439	113,272
S93	Firefighter/Paramedic I	40.1154	4,867	9,734	116,813
S94	Fire Engineer	40.9117	4,964	9,928	119,132
S95	Fire Captain	48.0052	5,824	11,649	139,787
S100	Administrative Fire Captain (40 hour per week)	73.9260	6,407	12,814	153,772

Average week is 56 hours. Calculation includes 53 hours base pay plus 3 hours "FLSA time" without overtime.

Appendix A

Calculations	Assumptions
Average week is 56 hours	Calculation includes 53 hours base pay + 3 hours "FLSA time" without overtime rate
Hourly	Base pay
Semi-Monthly	2912 hours / 24 pay periods = 121.33 hours per pay period
Monthly	2912 hours / 12 months = 242.667 hours per month
Annual	52 weeks x 56 hours per week = 2912 hours per year

86.67 40/hr employee