

San Ramon Valley Fire Protection District
SALARY SCHEDULE REGULAR BENEFITED EMPLOYEES
Effective: June 1, 2017

Job Title	Certificates Required	Job Code	Union	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Accounting Technician		AT	Non-Rep	40	66,864 5,572	70,200 5,850	73,716 6,143	77,400 6,450	81,288 6,774	85,356 7,113	Annual Monthly
Battalion Chief	BLS	BC	IAFF (A)	56	149,004 12,417	155,232 12,936	162,228 13,519	169,164 14,097	176,280 14,690	184,776 15,398	
Battalion Chief-EMS	BLS	BCEMS/40	IAFF (A)	40	162,504 13,542	169,320 14,110	176,964 14,747	184,548 15,379	192,324 16,027	201,624 16,802	
Captain 0		CPT 0	IAFF	56	105,324 8,777	109,896 9,158	115,068 9,589	120,180 10,015	125,436 10,453	131,712 10,976	
Captain 1 Captain EMT	BLS	CPT 1	IAFF	56	111,600 9,300	116,172 9,681	121,344 10,112	126,456 10,538	131,712 10,976	137,988 11,499	
Captain 2	BLS Rescue or Hazmat	CPT 2	IAFF	56	117,876 9,823	122,448 10,204	127,620 10,635	132,732 11,061	137,988 11,499	144,264 12,022	
Captain 3	BLS Rescue and Hazmat	CPT 3	IAFF	56	121,008 10,084	125,580 10,465	130,752 10,896	135,864 11,322	141,120 11,760	147,396 12,283	
Captain 4 Captain Academy EMT	BLS	CPT/A 4	IAFF	40	121,764 10,147	126,768 10,564	132,420 11,035	138,012 11,501	143,772 11,981	150,624 12,552	
Captain 5	BLS Rescue or Hazmat	CPT/A 5	IAFF	40	128,040 10,670	133,044 11,087	138,696 11,558	144,288 12,024	150,048 12,504	156,900 13,075	
Captain 6	BLS Rescue and Hazmat	CPT/A 6	IAFF	40	131,172 10,931	136,176 11,348	141,828 11,819	147,420 12,285	153,180 12,765	160,032 13,336	
Captain 7 Captain Training EMT	BLS	CPT/T 7	IAFF	56	116,856 9,738	121,668 10,139	127,104 10,592	132,456 11,038	137,988 11,499	144,564 12,047	

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Captain 8	BLS Rescue or Hazmat	CPT/T 8	IAFF	56	123,132 10,261	127,944 10,662	133,380 11,115	138,732 11,561	144,264 12,022	150,840 12,570
Captain 9	BLS Rescue and Hazmat	CPT/T 9	IAFF	56	126,264 10,522	131,076 10,923	136,512 11,376	141,864 11,822	147,396 12,283	153,972 12,831
Captain 10 Captain Paramedic	ALS	CPT/P 10	IAFF	56	121,008 10,084	125,580 10,465	130,752 10,896	135,864 11,322	141,120 11,760	147,396 12,283
Captain 11	ALS Rescue or Hazmat	CPT/P 11	IAFF	56	127,284 10,607	131,856 10,988	137,028 11,419	142,140 11,845	147,396 12,283	153,672 12,806
Captain 12	ALS Rescue and Hazmat	CPT/P 12	IAFF	56	130,416 10,868	134,988 11,249	140,160 11,680	145,272 12,106	150,528 12,544	156,804 13,067
Captain 13 Captain Academy Paramedic	ALS	CPT/AP 13	IAFF	40	131,172 10,931	136,176 11,348	141,828 11,819	147,420 12,285	153,180 12,765	160,032 13,336
Captain 14	ALS Rescue or Hazmat	CPT/AP 14	IAFF	40	137,448 11,454	142,452 11,871	148,104 12,342	153,696 12,808	159,456 13,288	166,308 13,859
Captain 15	ALS Rescue and Hazmat	CPT/AP 15	IAFF	40	140,580 11,715	145,584 12,132	151,236 12,603	156,828 13,069	162,588 13,549	169,440 14,120
Captain 16 Captain EMS	ALS	EMSC 16	IAFF	40	131,256 10,938	136,260 11,355	141,912 11,826	147,504 12,292	153,252 12,771	160,104 13,342
Captain 17	ALS Rescue or Hazmat	EMSC 17	IAFF	40	137,532 11,461	142,536 11,878	148,188 12,349	153,780 12,815	159,528 13,294	166,380 13,865
Captain 18	ALS Rescue and Hazmat	EMSC 18	IAFF	40	140,664 11,722	145,668 12,139	151,320 12,610	156,912 13,076	162,660 13,555	169,512 14,126

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Captain 19 Captain Training Paramedic	ALS	CPT/TP 19	IAFF	56	126,264	131,076	136,512	141,864	147,396	153,972
					10,522	10,923	11,376	11,822	12,283	12,831
Captain 20	ALS Rescue or Hazmat	CPT/TP 20	IAFF	56	132,540	137,352	142,788	148,140	153,672	160,248
					11,045	11,446	11,899	12,345	12,806	13,354
Captain 21	ALS Rescue and Hazmat	CPT/TP 21	IAFF	56	135,672	140,484	145,920	151,272	156,804	163,380
					11,306	11,707	12,160	12,606	13,067	13,615
CERT Coordinator		CERT	Non-Rep	24	-	-	-	-	53,184	55,848
					-	-	-	-	4,432	4,654
Deputy Chief		DFC	Non-Rep	40	184,716	192,468	201,216	209,856	218,796	229,416
					15,393	16,039	16,768	17,488	18,233	19,118
Director of Emergency Communication		DEC	Non-Rep	40	138,936	145,572	152,532	159,852	167,520	175,584
					11,578	12,131	12,711	13,321	13,960	14,632
District Clerk (Executive Assistant)		EA	Non-Rep	40	78,588	82,512	86,628	90,996	95,520	100,296
					6,549	6,876	7,219	7,583	7,960	8,358
EMS QI Coordinator		EMSQI	IAFF	40	99,516	104,544	109,788	115,320	120,960	127,008
					8,293	8,712	9,149	9,610	10,080	10,584
EMS Specialist		EMSS	IAFF	40	86,772	91,116	95,664	100,440	105,468	110,736
					7,231	7,593	7,972	8,370	8,789	9,228
Engineer 0		ENG 1	IAFF	56	92,255	96,346	100,759	105,530	110,140	115,647
					\$ 7,688	\$ 8,029	\$ 8,397	\$ 8,794	\$ 9,178	\$ 9,637
Engineer 1 Engineer EMT	BLS	ENG 1	IAFF	56	98,531	102,622	107,035	111,806	116,416	121,923
					8,211	8,552	8,920	9,317	9,701	10,160

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Engineer 2	BLS	ENG 2	IAFF	56	104,808	108,900	113,316	118,080	122,688	128,196
	Rescue or Hazmat				8,734	9,075	9,443	9,840	10,224	10,683
Engineer 3	BLS	ENG 3	IAFF	56	107,940	112,032	116,448	121,212	125,820	131,328
	Rescue and Hazmat				8,995	9,336	9,704	10,101	10,485	10,944
Engineer 4 Engineer Paramedic	ALS	ENG/P 4	IAFF	56	107,940	112,032	116,448	121,212	125,820	131,328
					8,995	9,336	9,704	10,101	10,485	10,944
Engineer 5	ALS	ENG/P 5	IAFF	56	114,216	118,308	122,724	127,488	132,096	137,604
	Rescue or Hazmat				9,518	9,859	10,227	10,624	11,008	11,467
Engineer 6	ALS	ENG/P 6	IAFF	56	117,348	121,440	125,856	130,620	135,228	140,736
	Rescue and Hazmat				9,779	10,120	10,488	10,885	11,269	11,728
Finance Controller		FCT1	Non-Rep	40	-	-	122,532	128,064	138,936	145,884
					-	-	10,211	10,672	11,578	12,157
Fire and Life Safety Manager		FLSM	Non-Rep	40	125,364	131,640	138,216	145,128	152,388	160,008
					10,447	10,970	11,518	12,094	12,699	13,334
Fire and Life Safety Inspector 1		FLSI	IAFF	40	76,260	80,076	84,084	88,284	92,700	97,332
					6,355	6,673	7,007	7,357	7,725	8,111
Fire and Life Safety Inspector 2		FPS	IAFF	40	84,960	89,208	93,672	98,364	103,272	108,444
					7,080	7,434	7,806	8,197	8,606	9,037
Fire and Life Safety Inspector 3		CCO	IAFF	40	93,672	98,364	103,272	108,444	113,868	119,568
					7,806	8,197	8,606	9,037	9,489	9,964
Fire and Life Safety Inspector 4		FLSV	IAFF	40	102,228	107,364	112,764	118,452	124,236	130,452
					8,519	8,947	9,397	9,871	10,353	10,871

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Fire and Life Safety Inspector 5		FLSI/HN	IAFF	40	103,800 8,650	108,936 9,078	114,336 9,528	120,024 10,002	125,808 10,484	132,024 11,002
Fire and Life Safety Inspector 6		FLSI/HE	IAFF	40	108,504 9,042	113,640 9,470	119,040 9,920	124,728 10,394	130,512 10,876	136,728 11,394
Fire and Life Safety Inspector 7		DFM	IAFF	40	112,440 9,370	118,104 9,842	124,044 10,337	130,296 10,858	136,668 11,389	143,496 11,958
Fire and Life Safety Permit Technician		PT	IAFF	40	61,440 5,120	64,512 5,376	67,728 5,644	71,124 5,927	74,676 6,223	78,408 6,534
Fire and Life Safety Plans Examiner		PE	IAFF	40	97,044 8,087	101,916 8,493	107,064 8,922	112,416 9,368	117,936 9,828	123,840 10,320
Fire Chief		FC	Non-Rep	40	- -	- -	- -	- -	- -	245,004 20,417
Firefighter 1 Firefighter Academy		FF/A 1	IAFF	40	84,636 7,053	88,428 7,369	92,460 7,705	96,816 8,068	101,004 8,417	106,056 8,838
Firefighter 2 Firefighter EMT	BLS	FF 2	IAFF	56	90,912 7,576	94,704 7,892	98,736 8,228	103,092 8,591	107,280 8,940	112,332 9,361
Firefighter 3	BLS Rescue or Hazmat	FF 3	IAFF	56	97,188 8,099	100,980 8,415	105,012 8,751	109,368 9,114	113,556 9,463	118,608 9,884
Firefighter 4	BLS Rescue and Hazmat	FF 4	IAFF	56	100,320 8,360	104,112 8,676	108,144 9,012	112,500 9,375	116,688 9,724	121,740 10,145
Firefighter 5 Firefighter Paramedic	ALS	FF/P 5	IAFF	56	100,320 8,360	104,112 8,676	108,144 9,012	112,500 9,375	116,688 9,724	121,740 10,145

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Firefighter 6	ALS	FF/P 6	IAFF	56	106,596	110,388	114,420	118,776	122,964	128,016
	Rescue or Hazmat				8,883	9,199	9,535	9,898	10,247	10,668
Firefighter 7	ALS	FF/P 7	IAFF	56	109,728	113,520	117,552	121,908	126,096	131,148
	Rescue and Hazmat				9,144	9,460	9,796	10,159	10,508	10,929
Fleet Mechanics		Fleet	Non-Rep	40	72,540	76,152	79,920	83,952	88,140	92,544
					6,045	6,346	6,660	6,996	7,345	7,712
Human Resources Director		HRD	Non-Rep	40	144,204	153,216	162,744	171,288	180,264	189,276
					12,017	12,768	13,562	14,274	15,022	15,773
Human Resources Generalist		HRG	Non-Rep	40	74,424	78,120	81,996	86,112	90,408	94,932
					6,202	6,510	6,833	7,176	7,534	7,911
Information Systems Technician		IST	Non-Rep	40	76,872	80,712	84,744	88,968	93,432	98,100
					6,406	6,726	7,062	7,414	7,786	8,175
Office Assistant I		OA1	Non-Rep	40	51,360	53,940	56,628	59,484	62,460	65,580
					4,280	4,495	4,719	4,957	5,205	5,465
Office Assistant II		OA2	Non-Rep	40	55,800	58,608	61,536	64,620	67,860	71,244
					4,650	4,884	5,128	5,385	5,655	5,937
Fire and Life Safety Permit Technician		PT	IAFF	40	61,440	64,512	67,728	71,124	74,676	78,408
					5,120	5,376	5,644	5,927	6,223	6,534
Fire and Life Safety Plans Examiner		PE	IAFF	40	97,044	101,916	107,064	112,416	117,936	123,840
					8,087	8,493	8,922	9,368	9,828	10,320
Public Safety Dispatcher 1		DSP 1	IAFF	56	78,780	82,920	87,264	91,752	96,504	101,328
					6,565	6,910	7,272	7,646	8,042	8,444

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Public Safety Dispatcher 2	EMD	DSP 2	IAFF	56	80,917 6,743	85,169 7,097	89,631 7,469	94,241 7,853	99,122 8,260	104,077 8,673
Public Safety Dispatch Supervisor	EMD	DSP/S	IAFF	56	93,649 7,804	98,592 8,216	103,682 8,640	109,019 9,085	114,492 9,541	120,223 10,019
Senior Office Assistant		SOA	Non-Rep	40	61,452 5,121	64,560 5,380	67,764 5,647	71,160 5,930	74,712 6,226	78,456 6,538
Technology Systems Manager		TM	Non-Rep	40	129,444 10,787	135,288 11,274	141,408 11,784	147,864 12,322	154,608 12,884	162,024 13,502

Base Monthly Salary (BMS) includes:

- If applicable: ALS/BLS, Rescue/Hazmat, and Rescue and Hazmat pay
- If applicable, Emergency Medical Dispatch which is equal to 2.5% of a Dispatcher's PBMS*
- Day Differential: provided to 40-hour work week suppression employees to equal compensation of 56-hour work week suppression employees
- Management Incentive Pay: Deputy Chiefs and exempt managers appointed to a management position prior to January 1, 2010, serving in a management capacity, in good standing, for over one (1) year may receive management incentive pay of: \$523/month. Except for Deputy Chief, employees hired on or after January 1, 2010 or those promoted into management capacity on or after this date will not receive this benefit.

Not Included in BMS:

- Holiday Pay = PBMS* x 6%
- *Premium Base Monthly Salary (PBMS) = BMS x Average Retirement Contribution (ARC)
- FLSA
- Retirement weight factor effective 7/1/13: 108.510%