

San Ramon Valley Fire Protection District  
 SALARY SCHEDULE REGULAR BENEFITED EMPLOYEES  
 Effective: August 1, 2018

Job Title	Certificates Required	Job Code	Union	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
<b>Accounting Technician</b>		AT	Non-Rep	40	68,870	72,306	75,927	79,722	83,727	87,917	Annual
					5,739	6,026	6,327	6,644	6,977	7,326	Monthly
<b>Battalion Chief 0</b>		BC	IAFF (A)	56	147,006	153,421	160,627	167,771	175,100	183,851	
					12,251	12,785	13,386	13,981	14,592	15,321	
<b>Battalion Chief 1</b>	BLS	BC 1	IAFF (A)	56	153,474	159,889	167,095	174,239	181,568	190,319	
					12,790	13,324	13,925	14,520	15,131	15,860	
<b>Battalion Chief 2</b>	BLS	BC 2	IAFF (A)	56	159,942	166,357	173,563	180,707	188,036	196,787	
	Rescue or Hazmat				13,329	13,863	14,464	15,059	15,670	16,399	
<b>Battalion Chief 3</b>	BLS	BC 3	IAFF (A)	56	163,176	169,591	176,797	183,941	191,270	200,021	
	Rescue and Hazmat				13,598	14,133	14,733	15,328	15,939	16,668	
<b>Battalion Chief 4</b>	BLS	BC 4/40	IAFF (A)	40	167,379	174,400	182,273	190,084	198,094	207,673	
	<i>EMS and Training Battalion Chiefs</i>				13,948	14,533	15,189	15,840	16,508	17,306	
<b>Battalion Chief 5</b>	BLS	BC 5/40	IAFF (A)	40	173,847	180,868	188,741	196,552	204,562	214,141	
	Rescue or Hazmat				14,487	15,072	15,728	16,379	17,047	17,845	
<b>Battalion Chief 6</b>	BLS	BC 6/40	IAFF (A)	40	177,081	184,102	191,975	199,786	207,796	217,375	
	Rescue and Hazmat				14,757	15,342	15,998	16,649	17,316	18,115	
<b>Captain 0</b>		CPT 0	IAFF	56	109,569	114,325	119,705	125,023	130,491	137,020	
					9,131	9,527	9,975	10,419	10,874	11,418	
<b>Captain 1</b>	BLS	CPT 1	IAFF	56	116,096	120,852	126,233	131,551	137,018	143,547	
	<i>Captain EMT</i>				9,675	10,071	10,519	10,963	11,418	11,962	
<b>Captain 2</b>	BLS	CPT 2	IAFF	56	122,623	127,379	132,760	138,078	143,546	150,075	
	Rescue or Hazmat				10,219	10,615	11,063	11,506	11,962	12,506	
<b>Captain 3</b>	BLS	CPT 3	IAFF	56	125,887	130,643	136,023	141,341	146,809	153,338	
	Rescue and Hazmat				10,491	10,887	11,335	11,778	12,234	12,778	
<b>Captain 4</b>	BLS	CPT/A 4	IAFF	40	126,671	131,877	137,757	143,574	149,566	156,694	
	<i>Captain Academy EMT</i>				10,556	10,990	11,480	11,964	12,464	13,058	
<b>Captain 5</b>	BLS	CPT/A 5	IAFF	40	133,200	138,406	144,285	150,103	156,095	163,223	
	Rescue or Hazmat				11,100	11,534	12,024	12,509	13,008	13,602	
<b>Captain 6</b>	BLS	CPT/A 6	IAFF	40	136,458	141,664	147,544	153,361	159,353	166,481	
	Rescue and Hazmat				11,372	11,805	12,295	12,780	13,279	13,873	
<b>Captain 7</b>	BLS	CPT/T 7	IAFF	56	121,565	126,571	132,226	137,794	143,549	150,390	
	<i>Captain Training EMT</i>				10,130	10,548	11,019	11,483	11,962	12,532	

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<b>Captain 8</b>	BLS	CPT/T 8	IAFF	56	122,623	127,379	132,760	138,078	143,546	156,926	<i>Annual Monthly</i>
	Rescue or Hazmat				10,219	10,615	11,063	11,506	11,962	13,077	
<b>Captain 9</b>	BLS	CPT/T 9	IAFF	56	131,365	136,359	142,009	147,593	153,334	160,189	
	Rescue and Hazmat				10,947	11,363	11,834	12,299	12,778	13,349	
<b>Captain 10</b> <i>Captain Paramedic</i>	ALS	CPT/P 10	IAFF	56	125,887	130,643	136,023	141,341	146,809	153,338	
					10,491	10,887	11,335	11,778	12,234	12,778	
<b>Captain 11</b>	ALS	CPT/P 11	IAFF	56	132,414	137,170	142,551	147,869	153,337	159,865	
	Rescue or Hazmat				11,035	11,431	11,879	12,322	12,778	13,322	
<b>Captain 12</b>	ALS	CPT/P 12	IAFF	56	135,678	140,434	145,814	151,132	156,600	163,129	
	Rescue and Hazmat				11,306	11,703	12,151	12,594	13,050	13,594	
<b>Captain 13</b> <i>Captain Academy Paramedic</i>	ALS	CPT/AP 13	IAFF	40	136,458	141,664	147,544	153,361	159,353	166,481	
					11,372	11,805	12,295	12,780	13,279	13,873	
<b>Captain 14</b>	ALS	CPT/AP 14	IAFF	40	142,987	148,193	154,073	159,890	165,882	173,010	
	Rescue or Hazmat				11,916	12,349	12,839	13,324	13,824	14,418	
<b>Captain 15</b>	ALS	CPT/AP 15	IAFF	40	146,245	151,451	157,331	163,148	169,140	176,268	
	Rescue and Hazmat				12,187	12,621	13,111	13,596	14,095	14,689	
<b>Captain 16</b> <i>Captain EMS</i>	ALS	EMSC 16	IAFF	40	136,546	141,751	147,631	153,448	159,428	166,556	
					11,379	11,813	12,303	12,787	13,286	13,880	
<b>Captain 17</b>	ALS	EMSC 17	IAFF	40	143,075	148,280	154,160	159,977	165,957	173,085	
	Rescue or Hazmat				11,923	12,357	12,847	13,331	13,830	14,424	
<b>Captain 18</b>	ALS	EMSC 18	IAFF	40	146,333	151,538	157,418	163,236	169,215	176,343	
	Rescue and Hazmat				12,194	12,628	13,118	13,603	14,101	14,695	
<b>Captain 19</b> <i>Captain Training Paramedic</i>	ALS	CPT/TP 19	IAFF	56	131,365	136,359	142,009	147,593	153,334	160,189	
					10,947	11,363	11,834	12,299	12,778	13,349	
<b>Captain 20</b>	ALS	CPT/TP 20	IAFF	56	137,892	142,887	148,536	154,120	159,861	166,716	
	Rescue or Hazmat				11,491	11,907	12,378	12,843	13,322	13,893	
<b>Captain 21</b>	ALS	CPT/TP 21	IAFF	56	141,156	146,150	151,800	157,384	163,125	169,980	
	Rescue and Hazmat				11,763	12,179	12,650	13,115	13,594	14,165	
<b>CERT Coordinator</b>		CERT	Non-Rep	24	-	-	-	-	54,780	57,523	
					-	-	-	-	4,565	4,794	
<b>Chief Financial Officer</b>		CFO	Non-Rep	40	-	160,427	168,448	176,871	185,714	195,000	
					-	13,369	14,037	14,739	15,476	16,250	
<b>Deputy Chief</b>		DFC	Non-Rep	40	190,257	198,242	207,252	216,152	225,360	236,298	
					15,855	16,520	17,271	18,013	18,780	19,692	

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<b>Director of Emergency Communications</b>	DEC	Non-Rep	40	143,104	149,939	157,108	164,648	172,546	180,852	<i>Annual Monthly</i>
				11,925	12,495	13,092	13,721	14,379	15,071	
<b>District Clerk (Executive Assistant)</b>	EA	Non-Rep	40	80,946	84,987	89,227	93,726	98,386	103,305	
				6,745	7,082	7,436	7,810	8,199	8,609	
<b>District Clerk (Executive Assistant) - Limited Term</b>	EA (LT)	Non-Rep		-	-	-	-	-	\$52/hr	
<b>EMS QI Coordinator</b>	EMSQI	IAFF	40	102,501	107,680	113,082	118,780	124,589	130,818	
				8,542	8,973	9,423	9,898	10,382	10,902	
<b>EMS Specialist</b>	EMSS	IAFF	40	89,375	93,849	98,534	103,453	108,632	114,058	
				7,448	7,821	8,211	8,621	9,053	9,505	
<b>Engineer 0</b>	ENG 1	IAFF	56	95,973	100,229	104,819	109,783	114,579	120,308	
				7,998	8,352	8,735	9,149	9,548	10,026	
<b>Engineer 1</b>	BLS	ENG 1	56	102,500	106,756	111,347	116,310	121,106	126,835	
<i>Engineer EMT</i>				8,542	8,896	9,279	9,692	10,092	10,570	
<b>Engineer 2</b>	BLS	ENG 2	56	109,027	113,284	117,874	122,837	127,633	133,362	
<i>Rescue or Hazmat</i>				9,086	9,440	9,823	10,236	10,636	11,114	
<b>Engineer 3</b>	BLS	ENG 3	56	112,291	116,547	121,138	126,101	130,897	136,626	
<i>Rescue and Hazmat</i>				9,358	9,712	10,095	10,508	10,908	11,385	
<b>Engineer 4</b>	ALS	ENG/P 4	56	112,291	116,547	121,138	126,101	130,897	136,626	
<i>Engineer Paramedic</i>				9,358	9,712	10,095	10,508	10,908	11,385	
<b>Engineer 5</b>	ALS	ENG/P 5	56	118,818	123,074	127,665	132,628	137,424	143,153	
<i>Rescue or Hazmat</i>				9,902	10,256	10,639	11,052	11,452	11,929	
<b>Engineer 6</b>	ALS	ENG/P 6	56	122,082	126,338	130,928	135,892	140,688	146,417	
<i>Rescue and Hazmat</i>				10,174	10,528	10,911	11,324	11,724	12,201	
<b>Finance Controller</b>	FCT1	Non-Rep	40	-	-	126,208	131,906	143,104	150,261	
				-	-	10,517	10,992	11,925	12,522	
<b>Fire and Life Safety Manager</b>	FLSM	Non-Rep	40	129,125	135,589	142,362	149,482	156,960	164,808	
				10,760	11,299	11,864	12,457	13,080	13,734	
<b>Fire and Life Safety Inspector 1</b>	FLSI	IAFF	40	78,548	82,478	86,607	90,933	95,481	100,252	
				6,546	6,873	7,217	7,578	7,957	8,354	
<b>Fire and Life Safety Inspector 2</b>	FPS	IAFF	40	87,509	91,884	96,482	101,315	106,370	111,697	
				7,292	7,657	8,040	8,443	8,864	9,308	
<b>Fire and Life Safety Inspector 3</b>	CCO	IAFF	40	96,482	101,315	106,370	111,697	117,284	123,155	
				8,040	8,443	8,864	9,308	9,774	10,263	

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<b>Fire and Life Safety Inspector 4</b>	FLSV	IAFF	40	105,295	110,585	116,147	122,006	127,963	134,366	<i>Annual</i>
				8,775	9,215	9,679	10,167	10,664	11,197	
<b>Fire and Life Safety Inspector 5</b>	FLSI/HN	IAFF	40	106,914	112,204	117,766	123,625	129,582	135,985	
				8,910	9,350	9,814	10,302	10,799	11,332	
<b>Fire and Life Safety Inspector 6</b>	FLSI/HE	IAFF	40	117,823	123,400	129,263	135,440	141,721	148,471	
				9,819	10,283	10,772	11,287	11,810	12,373	
<b>Fire and Life Safety Inspector 7</b>	DFM	IAFF	40	115,813	121,647	127,765	134,205	140,768	147,801	
				9,651	10,137	10,647	11,184	11,731	12,317	
<b>Fire and Life Safety Permit Technician</b>	PT	IAFF	40	63,283	66,447	69,760	73,258	76,916	80,760	
				5,274	5,537	5,813	6,105	6,410	6,730	
<b>Fire and Life Safety Plans Examiner</b>	PE	IAFF	40	99,955	104,973	110,276	115,788	121,474	127,555	
				8,330	8,748	9,190	9,649	10,123	10,630	
<b>Fire Chief</b>	FC	Non-Rep	40	-	-	-	-	-	268,000	
				-	-	-	-	-	22,333	
<b>Firefighter 1</b>	FF/A 1	IAFF	40	88,047	91,992	96,186	100,718	105,074	110,330	
<i>Firefighter Academy</i>				7,337	7,666	8,016	8,393	8,756	9,194	
<b>Firefighter 2</b>	BLS	FF 2	56	94,574	98,519	102,713	107,245	111,602	116,857	
<i>Firefighter EMT</i>				7,881	8,210	8,559	8,937	9,300	9,738	
<b>Firefighter 3</b>	BLS	FF 3	56	101,101	105,046	109,241	113,772	118,129	123,385	
	Rescue or Hazmat			8,425	8,754	9,103	9,481	9,844	10,282	
<b>Firefighter 4</b>	BLS	FF 4	56	104,365	108,310	112,504	117,036	121,393	126,648	
	Rescue and Hazmat			8,697	9,026	9,375	9,753	10,116	10,554	
<b>Firefighter 5</b>	ALS	FF/P 5	56	104,365	108,310	112,504	117,036	121,393	126,648	
<i>Firefighter Paramedic</i>				8,697	9,026	9,375	9,753	10,116	10,554	
<b>Firefighter 6</b>	ALS	FF/P 6	56	110,892	114,837	119,032	123,563	127,920	133,176	
	Rescue or Hazmat			9,241	9,570	9,919	10,297	10,660	11,098	
<b>Firefighter 7</b>	ALS	FF/P 7	56	114,156	118,101	122,295	126,827	131,184	136,439	
	Rescue and Hazmat			9,513	9,842	10,191	10,569	10,932	11,370	
<b>Fire Marshal - Limited Term</b>	FM (LT)	Non-Rep		-	-	-	-	-	\$80/hr	
<b>Fleet Mechanic</b>	Fleet	Non-Rep	40	74,716	78,437	82,318	86,471	90,784	95,320	
				6,226	6,536	6,860	7,206	7,565	7,943	

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<b>GIS Analyst</b>	GIA	Non-Rep	40	76,176 6,348	79,980 6,665	83,976 6,998	88,188 7,349	92,580 7,715	97,212 8,101	<i>Annual Monthly</i>
<b>Human Resources Director</b>	HRD	Non-Rep	40	144,204 12,017	153,216 12,768	162,744 13,562	171,288 14,274	180,264 15,022	189,276 15,773	
<b>Human Resources Generalist</b>	HRG	Non-Rep	40	76,657 6,388	80,464 6,705	84,456 7,038	88,695 7,391	93,120 7,760	97,780 8,148	
<b>Information Systems Technician</b>	IST	Non-Rep	40	79,178 6,598	83,133 6,928	87,286 7,274	91,637 7,636	96,235 8,020	101,043 8,420	
<b>Office Assistant I</b>	OA1	Non-Rep	40	52,901 4,408	55,558 4,630	58,327 4,861	61,269 5,106	64,334 5,361	67,547 5,629	
<b>Office Assistant II</b>	OA2	Non-Rep	40	57,474 4,790	60,366 5,031	63,382 5,282	66,559 5,547	69,896 5,825	73,381 6,115	
<b>Project Assistant (Temporary)</b>	PRA	Non-Rep		\$60/hr	-	-	-	-	\$75/hr	
<b>Public Safety Dispatcher 1</b>	DSP 1	IAFF	56	81,143 6,762	85,408 7,117	89,882 7,490	94,505 7,875	99,399 8,283	104,368 8,697	
<b>Public Safety Dispatcher 2</b>	EMD DSP 2	IAFF	56	83,345 6,945	87,724 7,310	92,320 7,693	97,068 8,089	102,096 8,508	107,199 8,933	
<b>Public Safety Dispatch Supervisor 0</b>	DSP/S	IAFF	56	93,911 7,826	98,868 8,239	103,972 8,664	109,324 9,110	114,812 9,568	120,559 10,047	
<b>Public Safety Dispatch Supervisor</b>	EMD DSP/S	IAFF	56	96,459 8,038	101,550 8,462	106,793 8,899	112,290 9,357	117,927 9,827	123,830 10,319	
<b>Public Safety Systems Specialist</b>	PSSS	Non-Rep	40	82,272 6,856	86,388 7,199	90,708 7,559	95,244 7,937	99,996 8,333	105,000 8,750	
<b>Senior Office Assistant</b>	SOA	Non-Rep	40	63,296 5,275	66,497 5,541	69,797 5,816	73,295 6,108	76,953 6,413	80,810 6,734	
<b>Technology Systems Manager</b>	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	

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 8/1/18 (ARC): 10.04%