

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	
Accounting Technician		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
Battalion Chief 0		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	
Battalion Chief 1	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	
Battalion Chief 2	BLS	BC 2	IAFF (A)	56	166,410	172,825	180,031	187,175	194,504	203,255	
	Rescue or Hazmat				13,868	14,402	15,003	15,598	16,209	16,938	
Battalion Chief 3	BLS	BC 3	IAFF (A)	56	176,112	182,527	189,733	196,877	204,206	212,957	
	Rescue and Hazmat				14,676	15,211	15,811	16,406	17,017	17,746	
Battalion Chief 4 <i>EMS and Training Battalion Chiefs</i>	BLS	BC 4/40	IAFF (A)	40	167,379	174,400	182,273	190,084	198,094	207,673	
					13,948	14,533	15,189	15,840	16,508	17,306	
Battalion Chief 5	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	
Battalion Chief 6	BLS	BC 6/40	IAFF (A)	40	183,549	190,570	198,443	206,254	214,264	223,843	
	Rescue and Hazmat				15,296	15,881	16,537	17,188	17,855	18,654	
Captain 0		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	
Captain 1 <i>Captain EMT</i>	BLS	CPT 1	IAFF	56	116,096	120,852	126,233	131,551	137,018	143,547	
					9,675	10,071	10,519	10,963	11,418	11,962	
Captain 2	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	
Captain 3	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	
Captain 4 <i>Captain Academy EMT</i>	BLS	CPT/A 4	IAFF	40	126,671	131,877	137,757	143,574	149,566	156,694	
					10,556	10,990	11,480	11,964	12,464	13,058	
Captain 5	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	
Captain 6	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	
Captain 7 <i>Captain Training EMT</i>	BLS	CPT/T 7	IAFF	56	121,565	126,571	132,226	137,794	143,549	150,390	
					10,130	10,548	11,019	11,483	11,962	12,532	

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Captain 8	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	
Captain 9	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	
Captain 10 <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	
Captain 11	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	
Captain 12	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	
Captain 13 <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	
Captain 14	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	
Captain 15	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	
Captain 16 <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	
Captain 17	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	
Captain 18	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	
Captain 19 <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	
Captain 20	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	
Captain 21	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	
CERT Coordinator		CERT	Non-Rep	24	-	-	-	-	54,780	57,523	
					-	-	-	-	4,565	4,794	
Chief Financial Officer		CFO	Non-Rep	40	-	160,427	168,448	176,871	185,714	195,000	
					-	13,369	14,037	14,739	15,476	16,250	
Deputy Chief		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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Director of Emergency Communications	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	
District Clerk (Executive Assistant)	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	
District Clerk (Executive Assistant) - Limited Term	EA (LT)	Non-Rep		-	-	-	-	-	\$52/hr	
EMS QI Coordinator	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	
EMS Specialist	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	
Engineer 0	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	
Engineer 1	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	
Engineer 2	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	
Engineer 3	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	
Engineer 4	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	
Engineer 5	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	
Engineer 6	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	
Finance Controller	FCT1	Non-Rep	40	-	-	126,208	131,906	143,104	150,261	
				-	-	10,517	10,992	11,925	12,522	
Fire and Life Safety Manager	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	
Fire and Life Safety Inspector 1	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	
Fire and Life Safety Inspector 2	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	
Fire and Life Safety Inspector 3	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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Fire and Life Safety Inspector 4	FLSV	IAFF	40	105,295	110,585	116,147	122,006	127,963	134,366	<i>Annual Monthly</i>
				8,775	9,215	9,679	10,167	10,664	11,197	
Fire and Life Safety Inspector 5	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	
Fire and Life Safety Inspector 6	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	
Fire and Life Safety Inspector 7	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	
Fire and Life Safety Permit Technician	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	
Fire and Life Safety Plans Examiner	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	
Fire Chief	FC	Non-Rep	40	-	-	-	-	-	268,000	
				-	-	-	-	-	22,333	
Firefighter 1	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	
Firefighter 2	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	
Firefighter 3	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	
Firefighter 4	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	
Firefighter 5	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	
Firefighter 6	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	
Firefighter 7	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	
Fire Marshal - Limited Term	FM (LT)	Non-Rep		-	-	-	-	-	\$80/hr	
Fleet Mechanic	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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GIS Analyst	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>
Human Resources Director	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	
Human Resources Generalist	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	
Information Systems Technician	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	
Office Assistant I	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	
Office Assistant II	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	
Project Assistant (Temporary)	PRA	Non-Rep		\$60/hr	-	-	-	-	\$75/hr	
Public Safety Dispatcher 1	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	
Public Safety Dispatcher 2	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
Public Safety Dispatch Supervisor 0		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
Public Safety Dispatch Supervisor	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
Public Safety Systems Specialist	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	
Senior Office Assistant	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	
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	

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%