

San Ramon Valley Fire Protection District

Salary Schedule

April 1, 2019

Job Title	ALS/		Job Code	Union	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	BLS	Certificates Required									
Administrative Assistant			AA	Non-Rep	40	6,745.47	7,082.28	7,435.57	7,810.49	8,198.80	8,608.74
						80,945.64	84,987.36	89,226.84	93,725.88	98,385.60	103,304.88
Battalion Chief 0			BC	IAFF (A)	56	12,618.03	13,168.63	13,787.14	14,400.34	15,029.45	15,780.57
						151,416.30	158,023.59	165,445.65	172,804.05	180,353.41	189,366.82
Battalion Chief 1	BLS	BLS	BC 1	IAFF (A)	56	13,173.20	13,723.80	14,342.31	14,955.51	15,584.62	16,335.74
						158,078.34	164,685.63	172,107.69	179,466.09	187,015.45	196,028.86
Battalion Chief 2	BLS	Rescue or Hazmat	BC 2	IAFF (A)	56	13,728.37	14,278.97	14,897.48	15,510.68	16,139.79	16,890.91
						164,740.38	171,347.67	178,769.73	186,128.13	193,677.49	202,690.90
Battalion Chief 3	BLS	Rescue and Hazmat	BC 3	IAFF (A)	56	14,005.95	14,556.56	15,175.06	15,788.26	16,417.38	17,168.49
						168,071.40	174,678.69	182,100.75	189,459.15	197,008.51	206,021.92
Battalion Chief 4	BLS	EMS & Training	BC 4/40	IAFF (A)	40	14,366.71	14,969.30	15,645.09	16,315.58	17,003.04	17,825.24
						172,400.49	179,631.59	187,741.11	195,786.97	204,036.53	213,902.90
Battalion Chief 5	BLS	Rescue or Hazmat	BC 5/40	IAFF (A)	40	14,921.88	15,524.47	16,200.26	16,870.75	17,558.21	18,380.41
						179,062.53	186,293.63	194,403.15	202,449.01	210,698.57	220,564.94
Battalion Chief 6	BLS	Rescue and Hazmat	BC 6/40	IAFF (A)	40	15,199.46	15,802.05	16,477.85	17,148.34	17,835.80	18,658.00
						182,393.55	189,624.65	197,734.17	205,780.03	214,029.59	223,895.96
Captain 0			CPT 0	IAFF	56	9,404.63	9,812.88	10,274.70	10,731.16	11,200.48	11,760.88
						112,855.61	117,754.55	123,296.40	128,773.95	134,405.80	141,130.59
Captain 1	BLS	EMT	CPT 1	IAFF	56	9,964.89	10,373.14	10,834.96	11,291.42	11,760.74	12,321.14
						119,578.72	124,477.66	130,019.50	135,497.06	141,128.91	147,853.70
Captain 2	BLS	Rescue or Hazmat	CPT 2	IAFF	56	10,525.15	10,933.40	11,395.22	11,851.68	12,321.00	12,881.40
						126,301.82	131,200.76	136,742.60	142,220.16	147,852.01	154,576.80
Captain 3	BLS	Rescue and Hazmat	CPT 3	IAFF	56	10,805.28	11,213.53	11,675.35	12,131.81	12,601.13	13,161.53
						129,663.37	134,562.31	140,104.16	145,581.71	151,213.56	157,938.35
Captain 4	BLS	Academy EMT	CPT/A 4	IAFF	40	10,872.60	11,319.42	11,824.10	12,323.43	12,837.75	13,449.58
						130,471.22	135,833.05	141,889.22	147,881.10	154,052.99	161,394.97
Captain 5	BLS	Rescue or Hazmat	CPT/A 5	IAFF	40	11,433.00	11,879.82	12,384.50	12,883.82	13,398.15	14,009.98
						137,196.01	142,557.84	148,614.01	154,605.89	160,777.78	168,119.76
Captain 6	BLS	Rescue and Hazmat	CPT/A 6	IAFF	40	11,712.66	12,159.48	12,664.16	13,163.49	13,677.81	14,289.64
						140,551.98	145,913.81	151,969.98	157,961.86	164,133.75	171,475.73
Captain 7	BLS	Training EMT	CPT/T 7	IAFF	56	10,434.35	10,864.03	11,349.42	11,827.32	12,321.28	12,908.47
						125,212.26	130,368.36	136,193.08	141,927.80	147,855.38	154,901.63
Captain 8	BLS	Rescue or Hazmat	CPT/T 8	IAFF	56	10,525.15	10,933.40	11,395.22	11,851.68	12,321.00	13,469.44
						126,301.82	131,200.76	136,742.60	142,220.16	147,852.01	161,633.33
Captain 9	BLS	Rescue and Hazmat	CPT/T 9	IAFF	56	11,275.51	11,704.17	12,189.08	12,668.37	13,161.15	13,749.57
						135,306.15	140,450.04	146,268.98	152,020.41	157,933.85	164,994.88

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Job Title	ALS/		Job Code	Union	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	BLS	Certificates Required									
Captain 10	ALS	Paramedic	CPT/P 10	IAFF	56	10,805.28	11,213.53	11,675.35	12,131.81	12,601.13	13,161.53
						129,663.37	134,562.31	140,104.16	145,581.71	151,213.56	157,938.35
Captain 11	ALS	Rescue or Hazmat	CPT/P 11	IAFF	56	11,365.54	11,773.78	12,235.61	12,692.07	13,161.39	13,721.79
						136,386.48	141,285.42	146,827.26	152,304.81	157,936.67	164,661.46
Captain 12	ALS	Rescue and Hazmat	CPT/P 12	IAFF	56	11,645.67	12,053.91	12,515.73	12,972.20	13,441.52	14,001.92
						139,748.03	144,646.97	150,188.81	155,666.37	161,298.22	168,023.01
Captain 13	ALS	Academy Paramedic	CPT/AP 13	IAFF	40	11,712.66	12,159.48	12,664.16	13,163.49	13,677.81	14,289.64
						140,551.98	145,913.81	151,969.98	157,961.86	164,133.75	171,475.73
Captain 14	ALS	Rescue or Hazmat	CPT/AP 14	IAFF	40	12,273.06	12,719.88	13,224.56	13,723.89	14,238.21	14,850.04
						147,276.77	152,638.60	158,694.77	164,686.65	170,858.54	178,200.52
Captain 15	ALS	Rescue and Hazmat	CPT/AP 15	IAFF	40	12,552.73	12,999.55	13,504.23	14,003.55	14,517.88	15,129.71
						150,632.74	155,994.57	162,050.74	168,042.61	174,214.51	181,556.48
Captain 16	ALS	EMS	EMSC 16	IAFF	40	11,720.17	12,166.98	12,671.67	13,170.99	13,684.24	14,296.07
						140,641.99	146,003.82	152,059.99	158,051.86	164,210.90	171,552.88
Captain 17	ALS	Rescue or Hazmat	EMSC 17	IAFF	40	12,280.56	12,727.38	13,232.06	13,731.39	14,244.64	14,856.47
						147,366.78	152,728.61	158,784.78	164,776.65	170,935.69	178,277.67
Captain 18	ALS	Rescue and Hazmat	EMSC 18	IAFF	40	12,560.23	13,007.05	13,511.73	14,011.05	14,524.30	15,136.14
						150,722.74	156,084.57	162,140.74	168,132.62	174,291.65	181,633.63
Captain 19	ALS	Training Paramedic	CPT/TP 19	IAFF	56	11,275.51	11,704.17	12,189.08	12,668.37	13,161.15	13,749.57
						135,306.15	140,450.04	146,268.98	152,020.41	157,933.85	164,994.88
Captain 20	ALS	Rescue or Hazmat	CPT/TP 20	IAFF	56	11,835.77	12,264.43	12,749.34	13,228.63	13,721.41	14,309.83
						142,029.26	147,173.14	152,992.08	158,743.51	164,656.96	171,717.99
Captain 21	ALS	Rescue and Hazmat	CPT/TP 21	IAFF	56	12,115.90	12,544.56	13,029.47	13,508.76	14,001.54	14,589.96
						145,390.81	150,534.70	156,353.63	162,105.06	168,018.51	175,079.54
CERT Coordinator			CERT	Non-Rep	24	-	-	-	-	4,701.91	4,937.43
						-	-	-	-	56,422.91	59,249.14
Chief Financial Officer			CFO	Non-Rep	40	-	13,769.98	14,458.48	15,181.41	15,940.48	16,737.50
						-	165,239.81	173,501.80	182,176.89	191,285.74	200,850.02
Deputy Chief			DFC	Non-Rep	40	16,330.43	17,015.78	17,789.17	18,553.02	19,343.39	20,282.29
						195,965.20	204,189.30	213,470.05	222,636.23	232,120.68	243,387.43
Director of Emergency Communications			DEC	Non-Rep	40	12,283.10	12,869.78	13,485.10	14,132.25	14,810.16	15,523.09
						147,397.20	154,437.33	161,821.20	169,586.99	177,721.97	186,277.07
District Aide			DA	Non-Rep		-	-	-	-	-	\$20.60/hr
						-	-	-	-	-	-

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Job Title	ALS/		Job Code	Union	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	BLS	Certificates Required									
District Clerk (Executive Assistant)			EA	Non-Rep	40	6,947.83	7,294.75	7,658.64	8,044.80	8,444.76	8,867.00
						83,374.01	87,536.98	91,903.65	96,537.66	101,337.17	106,404.03
District Clerk (Executive Assistant) - Limited Term			EA (LT)	Non-Rep		-	-	-	-	-	\$53.56/hr
						-	-	-	-	-	-
EMS Coordinator/ Registered Nurse			EMSC	IAFF	40	10,491.00	10,910.64	11,347.07	11,800.95	12,272.99	12,778.02
						125,892.00	130,927.68	136,164.84	141,611.40	147,275.88	153,336.24
Engineer 0			ENG 1	IAFF	56	8,237.68	8,602.99	8,996.99	9,423.00	9,834.66	10,326.40
						98,852.11	103,235.82	107,963.88	113,076.00	118,015.96	123,916.76
Engineer 1	BLS	EMT	ENG 1	IAFF	56	8,797.93	9,163.24	9,557.25	9,983.26	10,394.92	10,886.65
						105,575.21	109,958.92	114,686.98	119,799.11	124,739.06	130,639.86
Engineer 2	BLS	Rescue or Hazmat	ENG 2	IAFF	56	9,358.19	9,723.50	10,117.51	10,543.52	10,955.18	11,446.91
						112,298.31	116,682.03	121,410.08	126,522.21	131,462.17	137,362.96
Engineer 3	BLS	Rescue and Hazmat	ENG 3	IAFF	56	9,638.32	10,003.63	10,397.64	10,823.65	11,235.31	11,727.04
						115,659.86	120,043.58	124,771.63	129,883.76	134,823.72	140,724.52
Engineer 4	ALS	Paramedic	ENG/P 4	IAFF	56	9,638.32	10,003.63	10,397.64	10,823.65	11,235.31	11,727.04
						115,659.86	120,043.58	124,771.63	129,883.76	134,823.72	140,724.52
Engineer 5	ALS	Rescue or Hazmat	ENG/P 5	IAFF	56	10,198.58	10,563.89	10,957.89	11,383.91	11,795.57	12,287.30
						122,382.97	126,766.68	131,494.74	136,606.86	141,546.82	147,447.62
Engineer 6	ALS	Rescue and Hazmat	ENG/P 6	IAFF	56	10,478.71	10,844.02	11,238.02	11,664.03	12,075.70	12,567.43
						125,744.52	130,128.23	134,856.29	139,968.42	144,908.37	150,809.17
Finance Controller			FCT1	Non-Rep	40	-	-	10,832.85	11,321.92	12,283.10	12,897.36
						-	-	129,994.20	135,863.10	147,397.20	154,768.34
Fire and Life Safety Inspector 1			FLSI	IAFF	40	6,742.02	7,079.39	7,433.73	7,805.04	8,195.45	8,604.96
						80,904.23	84,952.63	89,204.72	93,660.50	98,345.43	103,259.52
Fire and Life Safety Inspector 2			FPS	IAFF	40	7,511.17	7,886.73	8,281.39	8,696.20	9,130.11	9,587.35
						90,134.06	94,640.77	99,376.62	104,354.37	109,561.26	115,048.24
Fire and Life Safety Inspector 3			CCO	IAFF	40	8,281.39	8,696.20	9,130.11	9,587.35	10,066.88	10,570.81
						99,376.62	104,354.37	109,561.26	115,048.24	120,802.56	126,849.69
Fire and Life Safety Inspector 4			FLSV	IAFF	40	9,037.81	9,491.87	9,969.28	10,472.14	10,983.50	11,533.04
						108,453.69	113,902.47	119,631.33	125,665.73	131,801.97	138,396.53
Fire and Life Safety Inspector 5			FLSI/HN	IAFF	40	9,176.79	9,630.85	10,108.26	10,611.12	11,122.48	11,672.02
						110,121.42	115,570.20	121,299.06	127,333.46	133,469.71	140,064.26
Fire and Life Safety Inspector 6			FLSI/HE	IAFF	40	10,113.11	10,591.81	11,095.11	11,625.26	12,164.36	12,743.72
						121,357.29	127,101.70	133,141.37	139,503.17	145,972.34	152,924.68

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	BLS	Certificates Required									
Fire and Life Safety Inspector 7			DFM	IAFF	40	9,940.63	10,441.38	10,966.52	11,519.25	12,082.59	12,686.24
						119,287.60	125,296.53	131,598.28	138,231.03	144,991.08	152,234.91
Fire and Life Safety Manager			FLSM	Non-Rep	40	11,083.22	11,638.07	12,219.45	12,830.52	13,472.37	14,146.04
						132,998.67	139,656.88	146,633.35	153,966.30	161,668.43	169,752.49
Fire and Life Safety Permit Technician			PT	IAFF	40	5,431.81	5,703.40	5,987.72	6,287.95	6,601.98	6,931.92
						65,181.70	68,440.78	71,852.64	75,455.45	79,223.77	83,183.05
Fire and Life Safety Plans Examiner			PE	IAFF	40	8,579.50	9,010.22	9,465.35	9,938.51	10,426.53	10,948.49
						102,953.98	108,122.68	113,584.20	119,262.13	125,118.30	131,381.86
Fire Chief			FC	Non-Rep	40	-	-	-	-	-	22,333.33
						-	-	-	-	-	267,999.96
Fire Marshal - Limited Term			FM (LT)	Non-Rep		-	-	-	-	-	\$82.40/hr
						-	-	-	-	-	-
Firefighter 1		Academy	FF/A 1	IAFF	40	7,557.35	7,895.95	8,255.98	8,644.93	9,018.89	9,470.00
						90,688.24	94,751.40	99,071.72	103,739.22	108,226.70	113,639.96
Firefighter 2	BLS	EMT	FF 2	IAFF	56	8,117.61	8,456.21	8,816.24	9,205.19	9,579.15	10,030.26
						97,411.34	101,474.50	105,794.83	110,462.32	114,949.80	120,363.06
Firefighter 3	BLS	Rescue or Hazmat	FF 3	IAFF	56	8,677.87	9,016.47	9,376.49	9,765.45	10,139.41	10,590.51
						104,134.44	108,197.61	112,517.93	117,185.42	121,672.90	127,086.17
Firefighter 4	BLS	Rescue and Hazmat	FF 4	IAFF	56	8,958.00	9,296.60	9,656.62	10,045.58	10,419.54	10,870.64
						107,495.99	111,559.16	115,879.48	120,546.97	125,034.45	130,447.72
Firefighter 5	ALS	Paramedic	FF/P 5	IAFF	56	8,958.00	9,296.60	9,656.62	10,045.58	10,419.54	10,870.64
						107,495.99	111,559.16	115,879.48	120,546.97	125,034.45	130,447.72
Firefighter 6	ALS	Rescue or Hazmat	FF/P 6	IAFF	56	9,518.26	9,856.86	10,216.88	10,605.84	10,979.80	11,430.90
						114,219.10	118,282.26	122,602.58	127,270.08	131,757.56	137,170.82
Firefighter 7	ALS	Rescue and Hazmat	FF/P 7	IAFF	56	9,798.39	10,136.98	10,497.01	10,885.97	11,259.93	11,711.03
						117,580.65	121,643.81	125,964.14	130,631.63	135,119.11	140,532.37
Fleet Mechanic			Fleet	Non-Rep	40	6,413.14	6,732.47	7,065.59	7,422.06	7,792.31	8,181.66
						76,957.69	80,789.66	84,787.13	89,064.68	93,507.73	98,179.93
GIS Analyst			GIA	Non-Rep	40	6,538.44	6,864.95	7,207.94	7,569.47	7,946.45	8,344.03
						78,461.28	82,379.40	86,495.28	90,833.64	95,357.40	100,128.36
Human Resources Clerk			HRC	Non-Rep		-	-	-	-	-	\$20.60/hr
						-	-	-	-	-	-
Human Resources Director			HRD	Non-Rep	40	12,377.51	13,151.04	13,968.86	14,702.22	15,472.66	16,246.19
						148,530.12	157,812.48	167,626.32	176,426.64	185,671.92	194,954.28

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	BLS	Certificates Required									
Human Resources Generalist			HRG	Non-Rep	40	6,579.70	6,906.46	7,249.13	7,613.02	7,992.82	8,392.78
						78,956.42	82,877.51	86,989.56	91,356.22	95,913.85	100,713.36
Information Systems Technician			IST	Non-Rep	40	6,796.13	7,135.61	7,492.08	7,865.51	8,260.17	8,672.86
						81,553.50	85,627.36	89,904.91	94,386.15	99,122.01	104,074.29
Project Assistant (Temporary)			PRA	Non-Rep		\$61.80/hr	-	-	-	-	\$77.25/hr
						-	-	-	-	-	-
Public Safety Dispatch Supervisor 0			DSP/S	IAFF	56	8,060.72	8,486.14	8,924.29	9,383.66	9,854.70	10,348.02
						96,728.62	101,833.67	107,091.49	112,603.93	118,256.40	124,176.22
Public Safety Dispatch Supervisor	EMD		DSP/S	IAFF	56	8,279.38	8,716.34	9,166.39	9,638.21	10,122.04	10,628.73
						99,352.56	104,596.13	109,996.66	115,658.55	121,464.44	127,544.79
Public Safety Dispatcher 1			DSP 1	IAFF	56	6,964.81	7,330.82	7,714.86	8,111.64	8,531.76	8,958.24
						83,577.70	87,969.83	92,578.38	97,339.70	102,381.09	107,498.88
Public Safety Dispatcher 2	EMD		DSP 2	IAFF	56	7,153.75	7,529.69	7,924.15	8,331.69	8,763.20	9,201.25
						85,844.96	90,356.23	95,089.80	99,980.28	105,158.44	110,415.05
Public Safety Systems Specialist			PSSS	Non-Rep	40	7,061.68	7,414.97	7,785.77	8,175.11	8,582.99	9,012.50
						84,740.16	88,979.64	93,429.24	98,101.32	102,995.88	108,150.00
Senior Accounting Technician			AT	Non-Rep	40	6,579.70	6,906.46	7,249.13	7,613.02	7,992.82	8,392.78
						78,956.42	82,877.51	86,989.56	91,356.22	95,913.85	100,713.36
Senior Office Assistant			SOA	Non-Rep	40	5,432.87	5,707.64	5,990.90	6,291.14	6,605.16	6,936.16
						65,194.43	68,491.70	71,890.83	75,493.64	79,261.96	83,233.97
Technology Systems Manager			TM	Non-Rep	40	11,110.61	11,612.22	12,137.52	12,691.66	13,270.52	13,907.06
						133,327.32	139,346.64	145,650.24	152,299.92	159,246.24	166,884.72

Items NOT included in Base Monthly Salary (BMS):

Holiday Pay = PBMS* x 6%

FLSA

*Premium Base Monthly Salary (PBMS) = BMS x ARC

Average Retirement Contribution (ARC) = 10.04%