

San Ramon Valley Fire Protection District

Salary Schedule

July 1, 2019

Job Title	Job Code	Union	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
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	10,991.58	11,421.13	11,906.39	12,384.14	13,070.78	13,469.44
						131,899.00	137,053.61	142,876.66	148,609.72	156,849.39	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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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
Captain 22	BLS	Rescue or Hazmat and Investigator	CPT 22	IAFF	56	11,104.24	11,534.96	12,022.19	12,503.76	12,998.90	13,590.13
						133,250.93	138,419.47	144,266.22	150,045.11	155,986.82	163,081.62
Captain 23	BLS	Rescue or Hazmat and Investigator	CPT/T 23	IAFF	56	11,596.34	12,049.53	12,561.48	13,065.52	13,789.94	14,210.53
						139,156.08	144,594.30	150,737.73	156,786.23	165,479.24	170,526.40
Captain 24	ALS	Investigator	CPT/P 24	IAFF	56	11,399.79	11,830.50	12,317.73	12,799.30	13,294.44	13,885.68
						136,797.44	141,965.98	147,812.73	153,591.63	159,533.33	166,628.13
Captain 25	ALS	Rescue or Hazmat and Investigator	CPT/P 25	IAFF	56	11,990.87	12,421.57	12,908.81	13,390.39	13,885.53	14,476.76
						143,890.46	149,058.88	154,905.76	160,684.65	166,626.36	173,721.15

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Captain 26	ALS	Rescue, Hazmat and Investigator	CPT/P 26	IAFF	56	12,286.41	12,717.12	13,204.35	13,685.93	14,181.07	14,772.31
						147,436.98	152,605.39	158,452.15	164,231.17	170,172.87	177,267.67
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
						-	-	-	-	-	-
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	Non-Rep	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

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Engineer 7	Rescue, Hazmat and BLS Investigator	ENG 7	IAFF	56	10,168.62	10,554.03	10,969.72	11,419.17	11,853.48	12,372.26
					122,023.44	126,648.36	131,636.62	137,030.01	142,241.72	148,467.14
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	
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 1	PE 1	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 and Life Safety Plans Examiner 2	Investigator PE 2	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 Chief	FC	Non-Rep	40	-	-	-	-	-	22,333.33	
				-	-	-	-	-	267,999.96	
Fire Marshal - Limited Term	FM (LT)	Non-Rep		-	-	-	-	-	\$82.40/hr	
				-	-	-	-	-	-	

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Job Title		Job Code	Union	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
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
Firefighter 8	BLS	Investigator	FF 8	IAFF	56	8,564.24	8,921.47	9,301.31	9,711.66	10,106.19	10,582.12
						102,770.89	107,057.65	111,615.71	116,539.91	121,274.34	126,985.50
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	
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	
Media Communications and Public Education Analyst		MC/PEA	Non-Rep	40	5,275.00	5,538.75	5,815.69	6,106.47	6,411.80	6,734.00	
					63,300.00	66,465.00	69,788.28	73,277.64	76,941.60	80,808.00	
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	

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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	SAT	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
Training Captain 0	CPT/T	IAFF	56	9,874.61	10,303.09	10,788.22	11,268.20	11,760.54	12,348.67
				118,495.32	123,637.08	129,458.64	135,218.40	141,126.48	148,184.04

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%