

SAN RAFAEL FIREFIGHTERS' ASSOCIATION
BASE PAY SCHEDULE
[Effective June 1, 2024](#)

NOTE: 2,920 annual hours for Safety employees; 2,080 annual hours for Fire Mechanic

Grade Code	Title		A	B	C	D	E
7105	Fire Captain*	Annually	\$ 133,098	\$ 139,752	\$ 146,740	\$ 154,077	\$ 161,781
		Monthly	\$ 11,091	\$ 11,646	\$ 12,228	\$ 12,840	\$ 13,482
		Hourly	\$ 45.5813	\$ 47.8604	\$ 50.2534	\$ 52.7661	\$ 55.4044
1107	Fire Captain Specialist	Annually	\$ 139,757	\$ 146,745	\$ 154,082	\$ 161,787	\$ 169,876
		Monthly	\$ 11,646	\$ 12,229	\$ 12,840	\$ 13,482	\$ 14,156
		Hourly	\$ 47.8621	\$ 50.2552	\$ 52.7680	\$ 55.4063	\$ 58.1767
7106	Fire Engineer	Annually	\$ 120,459	\$ 126,482	\$ 132,806	\$ 139,446	\$ 146,418
		Monthly	\$ 10,038	\$ 10,540	\$ 11,067	\$ 11,621	\$ 12,202
		Hourly	\$ 41.2530	\$ 43.3157	\$ 45.4815	\$ 47.7555	\$ 50.1433
7109	Fire Mechanic (40 hr/week)	Annually	\$ 103,843	\$ 109,035	\$ 114,487	\$ 120,211	\$ 126,222
		Monthly	\$ 8,654	\$ 9,086	\$ 9,541	\$ 10,018	\$ 10,518
		Hourly	\$ 49.9244	\$ 52.4207	\$ 55.0417	\$ 57.7938	\$ 60.6835
7110	Firefighter <i>(without PM license)</i>	Annually	\$ 105,790	\$ 111,080	\$ 116,634	\$ 122,466	\$ 128,589
		Monthly	\$ 8,816	\$ 9,257	\$ 9,719	\$ 10,205	\$ 10,716
		Hourly	\$ 36.2296	\$ 38.0411	\$ 39.9431	\$ 41.9403	\$ 44.0373
7126	Firefighter-Paramedic <i>(after probationary year, includes Paramedic Pay)</i>	Annually	\$ 118,649	\$ 123,939	\$ 129,493	\$ 135,325	\$ 141,448
		Monthly	\$ 9,887	\$ 10,328	\$ 10,791	\$ 11,277	\$ 11,787
		Hourly	\$ 40.6333	\$ 42.4448	\$ 44.3469	\$ 46.3440	\$ 48.4410

*Fire Captain assigned to Administrative Duty receives an additional 5% Premium pay and 5% Incentive pay

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Grade Code	Title		A	B	C	D	E
7105	Fire Captain*	Annually	\$ 141,083	\$ 148,138	\$ 155,544	\$ 163,322	\$ 171,488
		Monthly	\$ 11,757	\$ 12,345	\$ 12,962	\$ 13,610	\$ 14,291
		Hourly	\$ 48.3162	\$ 50.7320	\$ 53.2686	\$ 55.9321	\$ 58.7287
1107	Fire Captain Specialist	Annually	\$ 148,143	\$ 155,550	\$ 163,327	\$ 171,494	\$ 180,068
		Monthly	\$ 12,345	\$ 12,962	\$ 13,611	\$ 14,291	\$ 15,006
		Hourly	\$ 50.7338	\$ 53.2705	\$ 55.9340	\$ 58.7307	\$ 61.6673
7106	Fire Engineer	Annually	\$ 127,686	\$ 134,071	\$ 140,774	\$ 147,813	\$ 155,204
		Monthly	\$ 10,641	\$ 11,173	\$ 11,731	\$ 12,318	\$ 12,934
		Hourly	\$ 43.7282	\$ 45.9146	\$ 48.2103	\$ 50.6209	\$ 53.1519
7109	Fire Mechanic (40 hr/week)	Annually	\$ 107,997	\$ 113,396	\$ 119,066	\$ 125,020	\$ 131,270
		Monthly	\$ 9,000	\$ 9,450	\$ 9,922	\$ 10,418	\$ 10,939
		Hourly	\$ 51.9214	\$ 54.5175	\$ 57.2434	\$ 60.1055	\$ 63.1108
7110	Firefighter <i>(without PM license)</i>	Annually	\$ 112,138	\$ 117,745	\$ 123,632	\$ 129,814	\$ 136,304
		Monthly	\$ 9,345	\$ 9,812	\$ 10,303	\$ 10,818	\$ 11,359
		Hourly	\$ 38.4034	\$ 40.3236	\$ 42.3397	\$ 44.4567	\$ 46.6796
7126	Firefighter-Paramedic <i>(after probationary year, includes Paramedic Pay)</i>	Annually	\$ 125,768	\$ 131,375	\$ 137,262	\$ 143,444	\$ 149,935
		Monthly	\$ 10,481	\$ 10,948	\$ 11,439	\$ 11,954	\$ 12,495
		Hourly	\$ 43.0713	\$ 44.9915	\$ 47.0077	\$ 49.1247	\$ 51.3475

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SAN RAFAEL FIREFIGHTERS' ASSOCIATION
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[Effective July 1, 2026](#)

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Grade Code	Title		A	B	C	D	E
7105	Fire Captain*	Annually	\$ 148,843	\$ 156,285	\$ 164,099	\$ 172,304	\$ 180,920
		Monthly	\$ 12,404	\$ 13,024	\$ 13,675	\$ 14,359	\$ 15,077
		Hourly	\$ 50.9736	\$ 53.5223	\$ 56.1984	\$ 59.0083	\$ 61.9587
1107	Fire Captain Specialist	Annually	\$ 156,291	\$ 164,105	\$ 172,310	\$ 180,926	\$ 189,972
		Monthly	\$ 13,024	\$ 13,675	\$ 14,359	\$ 15,077	\$ 15,831
		Hourly	\$ 53.5242	\$ 56.2004	\$ 59.0104	\$ 61.9609	\$ 65.0590
7106	Fire Engineer	Annually	\$ 134,709	\$ 141,445	\$ 148,517	\$ 155,943	\$ 163,740
		Monthly	\$ 11,226	\$ 11,787	\$ 12,376	\$ 12,995	\$ 13,645
		Hourly	\$ 46.1333	\$ 48.4399	\$ 50.8619	\$ 53.4050	\$ 56.0753
7109	Fire Mechanic (40 hr/week)	Annually	\$ 111,236	\$ 116,798	\$ 122,638	\$ 128,770	\$ 135,209
		Monthly	\$ 9,270	\$ 9,733	\$ 10,220	\$ 10,731	\$ 11,267
		Hourly	\$ 53.4791	\$ 56.1530	\$ 58.9607	\$ 61.9087	\$ 65.0041
7110	Firefighter <i>(without PM license)</i>	Annually	\$ 118,305	\$ 124,221	\$ 130,432	\$ 136,953	\$ 143,801
		Monthly	\$ 9,859	\$ 10,352	\$ 10,869	\$ 11,413	\$ 11,983
		Hourly	\$ 40.5156	\$ 42.5414	\$ 44.6684	\$ 46.9018	\$ 49.2469
7126	Firefighter-Paramedic <i>(after probationary year, includes Paramedic Pay)</i>	Annually	\$ 132,686	\$ 138,601	\$ 144,812	\$ 151,333	\$ 158,181
		Monthly	\$ 11,057	\$ 11,550	\$ 12,068	\$ 12,611	\$ 13,182
		Hourly	\$ 45.4403	\$ 47.4660	\$ 49.5931	\$ 51.8265	\$ 54.1716

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Effective January 1, 2027

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Grade Code	Title		A	B	C	D	E
7105	Fire Captain*	Annually	\$ 150,331	\$ 157,848	\$ 165,740	\$ 174,027	\$ 182,729
		Monthly	\$ 12,528	\$ 13,154	\$ 13,812	\$ 14,502	\$ 15,227
		Hourly	\$ 51.4833	\$ 54.0575	\$ 56.7604	\$ 59.5984	\$ 62.5783
1107	Fire Captain Specialist	Annually	\$ 157,853	\$ 165,746	\$ 174,033	\$ 182,735	\$ 191,872
		Monthly	\$ 13,154	\$ 13,812	\$ 14,503	\$ 15,228	\$ 15,989
		Hourly	\$ 54.0594	\$ 56.7624	\$ 59.6005	\$ 62.5805	\$ 65.7096
7106	Fire Engineer	Annually	\$ 136,056	\$ 142,859	\$ 150,002	\$ 157,502	\$ 165,377
		Monthly	\$ 11,338	\$ 11,905	\$ 12,500	\$ 13,125	\$ 13,781
		Hourly	\$ 46.5946	\$ 48.9243	\$ 51.3705	\$ 53.9391	\$ 56.6360
7109	Fire Mechanic (40 hr/week)	Annually	\$ 111,236	\$ 116,798	\$ 122,638	\$ 128,770	\$ 135,209
		Monthly	\$ 9,270	\$ 9,733	\$ 10,220	\$ 10,731	\$ 11,267
		Hourly	\$ 53.4791	\$ 56.1530	\$ 58.9607	\$ 61.9087	\$ 65.0041
7110	Firefighter <i>(without PM license)</i>	Annually	\$ 119,489	\$ 125,463	\$ 131,736	\$ 138,323	\$ 145,239
		Monthly	\$ 9,957	\$ 10,455	\$ 10,978	\$ 11,527	\$ 12,103
		Hourly	\$ 40.9207	\$ 42.9668	\$ 45.1151	\$ 47.3709	\$ 49.7394
7126	Firefighter-Paramedic <i>(after probationary year, includes Paramedic Pay)</i>	Annually	\$ 134,012	\$ 139,987	\$ 146,260	\$ 152,847	\$ 159,763
		Monthly	\$ 11,168	\$ 11,666	\$ 12,188	\$ 12,737	\$ 13,314
		Hourly	\$ 45.8947	\$ 47.9407	\$ 50.0890	\$ 52.3448	\$ 54.7133

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