

SAN RAFAEL FIREFIGHTERS' ASSOCIATION
BASE PAY SCHEDULE
July 1, 2016 through June 30, 2018

Exhibit A

NOTE: Hourly wage is calculated by multiplying the monthly wage by 12 then dividing by 2,912 annual hours, except for Fire Mechanic which is divided by 2,080 annual hours.

Grade Code	Title		A	B	C	D	E
7105	Fire Captain*	Monthly	\$ 8,516	\$ 8,942	\$ 9,389	\$ 9,858	\$ 10,351
		Hourly	\$ 35.0939	\$ 36.8486	\$ 38.6910	\$ 40.6256	\$ 42.6569
1107	Fire Captain Specialist	Monthly	\$ 8,942	\$ 9,389	\$ 9,859	\$ 10,352	\$ 10,869
		Hourly	\$ 36.8499	\$ 38.6924	\$ 40.6270	\$ 42.6584	\$ 44.7913
7106	Fire Engineer	Monthly	\$ 7,713	\$ 8,099	\$ 8,504	\$ 8,929	\$ 9,376
		Hourly	\$ 31.7857	\$ 33.3750	\$ 35.0437	\$ 36.7959	\$ 38.6357
7109	Fire Mechanic (40 hr/week)	Monthly	\$ 6,989	\$ 7,338	\$ 7,705	\$ 8,090	\$ 8,495
		Hourly	\$ 40.3197	\$ 42.3356	\$ 44.4524	\$ 46.6751	\$ 49.0088
7110	Firefighter (without PM license)	Monthly	\$ 6,772	\$ 7,111	\$ 7,466	\$ 7,840	\$ 8,232
		Hourly	\$ 27.9069	\$ 29.3023	\$ 30.7674	\$ 32.3058	\$ 33.9211
7126	Firefighter-Paramedic** (after probationary year)	Monthly	\$ 7,595	\$ 7,934	\$ 8,289	\$ 8,663	\$ 9,055
		Hourly	\$ 31.2991	\$ 32.6944	\$ 34.1595	\$ 35.6979	\$ 37.3132

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

**Includes Paramedic Pay

**Entry Level Firefighter pay for probationary year:			Months 1-2	Months 3-6	Months 7-12*
2126	Entry Level Firefighter	Monthly	\$ 6,095	\$ 6,433	\$ 6,772
		Hourly	\$ 25.1163	\$ 26.5116	\$ 27.9069

*After probationary year move into Firefighter-Paramedic grade code