

SAN RAFAEL FIREFIGHTERS' ASSOCIATION
BASE PAY SCHEDULE
Effective July 1, 2021

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	\$ 113,140	\$ 118,797	\$ 124,737	\$ 130,974	\$ 137,522
		Monthly	\$ 9,428	\$ 9,900	\$ 10,395	\$ 10,914	\$ 11,460
		Hourly	\$ 38.7465	\$ 40.6839	\$ 42.7180	\$ 44.8539	\$ 47.0966
1107	Fire Captain Specialist	Annually	\$ 118,801	\$ 124,741	\$ 130,978	\$ 137,527	\$ 144,403
		Monthly	\$ 9,900	\$ 10,395	\$ 10,915	\$ 11,461	\$ 12,034
		Hourly	\$ 40.6853	\$ 42.7195	\$ 44.8555	\$ 47.0983	\$ 49.4532
7106	Fire Engineer	Annually	\$ 102,474	\$ 107,598	\$ 112,978	\$ 118,627	\$ 124,558
		Monthly	\$ 8,540	\$ 8,967	\$ 9,415	\$ 9,886	\$ 10,380
		Hourly	\$ 35.0940	\$ 36.8487	\$ 38.6911	\$ 40.6257	\$ 42.6569
7109	Fire Mechanic (40 hr/week)	Annually	\$ 92,231	\$ 96,842	\$ 101,684	\$ 106,768	\$ 112,107
		Monthly	\$ 7,686	\$ 8,070	\$ 8,474	\$ 8,897	\$ 9,342
		Hourly	\$ 44.3416	\$ 46.5587	\$ 48.8866	\$ 51.3309	\$ 53.8975
7110	Firefighter (without PM license)	Annually	\$ 89,970	\$ 94,468	\$ 99,192	\$ 104,151	\$ 109,359
		Monthly	\$ 7,497	\$ 7,872	\$ 8,266	\$ 8,679	\$ 9,113
		Hourly	\$ 30.8115	\$ 32.3521	\$ 33.9697	\$ 35.6682	\$ 37.4516
7126	Firefighter-Paramedic (after probationary year, includes Paramedic Pay)	Annually	\$ 100,906	\$ 105,404	\$ 110,127	\$ 115,087	\$ 120,295
		Monthly	\$ 8,409	\$ 8,784	\$ 9,177	\$ 9,591	\$ 10,025
		Hourly	\$ 34.5567	\$ 36.0973	\$ 37.7149	\$ 39.4134	\$ 41.1968

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7105	Fire Captain*	Annually	\$ 115,403	\$ 121,173	\$ 127,231	\$ 133,593	\$ 140,273
		Monthly	\$ 9,617	\$ 10,098	\$ 10,603	\$ 11,133	\$ 11,689
		Hourly	\$ 39.5215	\$ 41.4975	\$ 43.5724	\$ 45.7510	\$ 48.0386
1107	Fire Captain Specialist	Annually	\$ 121,177	\$ 127,236	\$ 133,598	\$ 140,278	\$ 147,291
		Monthly	\$ 10,098	\$ 10,603	\$ 11,133	\$ 11,690	\$ 12,274
		Hourly	\$ 41.4990	\$ 43.5739	\$ 45.7526	\$ 48.0403	\$ 50.4423
7106	Fire Engineer	Annually	\$ 104,012	\$ 109,212	\$ 114,673	\$ 120,406	\$ 126,427
		Monthly	\$ 8,668	\$ 9,101	\$ 9,556	\$ 10,034	\$ 10,536
		Hourly	\$ 35.6204	\$ 37.4014	\$ 39.2715	\$ 41.2350	\$ 43.2968
7109	Fire Mechanic (40 hr/week)	Annually	\$ 93,706	\$ 98,392	\$ 103,311	\$ 108,477	\$ 113,900
		Monthly	\$ 7,809	\$ 8,199	\$ 8,609	\$ 9,040	\$ 9,492
		Hourly	\$ 45.0511	\$ 47.3036	\$ 49.6688	\$ 52.1522	\$ 54.7598
7110	Firefighter (without PM license)	Annually	\$ 91,769	\$ 96,357	\$ 101,175	\$ 106,234	\$ 111,546
		Monthly	\$ 7,647	\$ 8,030	\$ 8,431	\$ 8,853	\$ 9,295
		Hourly	\$ 31.4278	\$ 32.9991	\$ 34.6491	\$ 36.3816	\$ 38.2006
7126	Firefighter-Paramedic (after probationary year, includes Paramedic Pay)	Annually	\$ 102,924	\$ 107,512	\$ 112,330	\$ 117,389	\$ 122,700
		Monthly	\$ 8,577	\$ 8,959	\$ 9,361	\$ 9,782	\$ 10,225
		Hourly	\$ 35.2478	\$ 36.8192	\$ 38.4692	\$ 40.2016	\$ 42.0207

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7105	Fire Captain*	Annually	\$ 117,711	\$ 123,596	\$ 129,776	\$ 136,265	\$ 143,078
		Monthly	\$ 9,809	\$ 10,300	\$ 10,815	\$ 11,355	\$ 11,923
		Hourly	\$ 40.3119	\$ 42.3275	\$ 44.4439	\$ 46.6660	\$ 48.9993
1107	Fire Captain Specialist	Annually	\$ 123,601	\$ 129,781	\$ 136,270	\$ 143,083	\$ 150,237
		Monthly	\$ 10,300	\$ 10,815	\$ 11,356	\$ 11,924	\$ 12,520
		Hourly	\$ 42.3290	\$ 44.4454	\$ 46.6677	\$ 49.0011	\$ 51.4511
7106	Fire Engineer	Annually	\$ 106,092	\$ 111,396	\$ 116,966	\$ 122,814	\$ 128,955
		Monthly	\$ 8,841	\$ 9,283	\$ 9,747	\$ 10,235	\$ 10,746
		Hourly	\$ 36.3328	\$ 38.1494	\$ 40.0569	\$ 42.0597	\$ 44.1627
7109	Fire Mechanic (40 hr/week)	Annually	\$ 95,206	\$ 99,966	\$ 104,964	\$ 110,212	\$ 115,723
		Monthly	\$ 7,934	\$ 8,330	\$ 8,747	\$ 9,184	\$ 9,644
		Hourly	\$ 45.7719	\$ 48.0605	\$ 50.4635	\$ 52.9867	\$ 55.6360
7110	Firefighter (without PM license)	Annually	\$ 93,604	\$ 98,285	\$ 103,199	\$ 108,359	\$ 113,777
		Monthly	\$ 7,800	\$ 8,190	\$ 8,600	\$ 9,030	\$ 9,481
		Hourly	\$ 32.0563	\$ 33.6591	\$ 35.3421	\$ 37.1092	\$ 38.9646
7126	Firefighter-Paramedic (after probationary year, includes Paramedic Pay)	Annually	\$ 104,982	\$ 109,662	\$ 114,577	\$ 119,736	\$ 125,154
		Monthly	\$ 8,749	\$ 9,139	\$ 9,548	\$ 9,978	\$ 10,430
		Hourly	\$ 35.9528	\$ 37.5556	\$ 39.2385	\$ 41.0056	\$ 42.8611

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7105	Fire Captain*	Annually	\$ 120,065	\$ 126,068	\$ 132,372	\$ 138,990	\$ 145,940
		Monthly	\$ 10,005	\$ 10,506	\$ 11,031	\$ 11,583	\$ 12,162
		Hourly	\$ 41.1181	\$ 43.1740	\$ 45.3327	\$ 47.5994	\$ 49.9793
1107	Fire Captain Specialist	Annually	\$ 126,073	\$ 132,376	\$ 138,995	\$ 145,945	\$ 153,242
		Monthly	\$ 10,506	\$ 11,031	\$ 11,583	\$ 12,162	\$ 12,770
		Hourly	\$ 43.1755	\$ 45.3343	\$ 47.6010	\$ 49.9811	\$ 52.4801
7106	Fire Engineer	Annually	\$ 107,683	\$ 113,067	\$ 118,721	\$ 124,657	\$ 130,889
		Monthly	\$ 8,974	\$ 9,422	\$ 9,893	\$ 10,388	\$ 10,907
		Hourly	\$ 36.8778	\$ 38.7217	\$ 40.6578	\$ 42.6906	\$ 44.8252
7109	Fire Mechanic (40 hr/week)	Annually	\$ 96,729	\$ 101,565	\$ 106,643	\$ 111,976	\$ 117,574
		Monthly	\$ 8,061	\$ 8,464	\$ 8,887	\$ 9,331	\$ 9,798
		Hourly	\$ 46.5042	\$ 48.8294	\$ 51.2709	\$ 53.8345	\$ 56.5262
7110	Firefighter (without PM license)	Annually	\$ 95,477	\$ 100,250	\$ 105,263	\$ 110,526	\$ 116,052
		Monthly	\$ 7,956	\$ 8,354	\$ 8,772	\$ 9,210	\$ 9,671
		Hourly	\$ 32.6974	\$ 34.3323	\$ 36.0489	\$ 37.8514	\$ 39.7439
7126	Firefighter-Paramedic (after probationary year, includes Paramedic Pay)	Annually	\$ 107,082	\$ 111,856	\$ 116,868	\$ 122,131	\$ 127,658
		Monthly	\$ 8,923	\$ 9,321	\$ 9,739	\$ 10,178	\$ 10,638
		Hourly	\$ 36.6718	\$ 38.3067	\$ 40.0233	\$ 41.8258	\$ 43.7183

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7105	Fire Captain*	Annually	\$ 122,466	\$ 128,590	\$ 135,019	\$ 141,770	\$ 148,858
		Monthly	\$ 10,206	\$ 10,716	\$ 11,252	\$ 11,814	\$ 12,405
		Hourly	\$ 41.9405	\$ 44.0375	\$ 46.2394	\$ 48.5514	\$ 50.9789
1107	Fire Captain Specialist	Annually	\$ 128,594	\$ 135,024	\$ 141,775	\$ 148,864	\$ 156,307
		Monthly	\$ 10,716	\$ 11,252	\$ 11,815	\$ 12,405	\$ 13,026
		Hourly	\$ 44.0391	\$ 46.2410	\$ 48.5531	\$ 50.9807	\$ 53.5297
7106	Fire Engineer	Annually	\$ 109,837	\$ 115,329	\$ 121,095	\$ 127,150	\$ 133,507
		Monthly	\$ 9,153	\$ 9,611	\$ 10,091	\$ 10,596	\$ 11,126
		Hourly	\$ 37.6153	\$ 39.4961	\$ 41.4709	\$ 43.5445	\$ 45.7217
7109	Fire Mechanic (40 hr/week)	Annually	\$ 98,276	\$ 103,190	\$ 108,350	\$ 113,767	\$ 119,456
		Monthly	\$ 8,190	\$ 8,599	\$ 9,029	\$ 9,481	\$ 9,955
		Hourly	\$ 47.2483	\$ 49.6107	\$ 52.0912	\$ 54.6958	\$ 57.4306
7110	Firefighter (without PM license)	Annually	\$ 97,386	\$ 102,255	\$ 107,368	\$ 112,737	\$ 118,373
		Monthly	\$ 8,116	\$ 8,521	\$ 8,947	\$ 9,395	\$ 9,864
		Hourly	\$ 33.3514	\$ 35.0190	\$ 36.7699	\$ 38.6084	\$ 40.5388
7126	Firefighter-Paramedic (after probationary year, includes Paramedic Pay)	Annually	\$ 109,223	\$ 114,093	\$ 119,205	\$ 124,574	\$ 130,211
		Monthly	\$ 9,102	\$ 9,508	\$ 9,934	\$ 10,381	\$ 10,851
		Hourly	\$ 37.4053	\$ 39.0728	\$ 40.8238	\$ 42.6623	\$ 44.5927

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7105	Fire Captain*	Annually	\$ 124,916	\$ 131,161	\$ 137,719	\$ 144,605	\$ 151,836
		Monthly	\$ 10,410	\$ 10,930	\$ 11,477	\$ 12,050	\$ 12,653
		Hourly	\$ 42.7793	\$ 44.9183	\$ 47.1642	\$ 49.5224	\$ 51.9985
1107	Fire Captain Specialist	Annually	\$ 131,166	\$ 137,724	\$ 144,610	\$ 151,841	\$ 159,433
		Monthly	\$ 10,930	\$ 11,477	\$ 12,051	\$ 12,653	\$ 13,286
		Hourly	\$ 44.9198	\$ 47.1658	\$ 49.5241	\$ 52.0003	\$ 54.6003
7106	Fire Engineer	Annually	\$ 111,484	\$ 117,059	\$ 122,911	\$ 129,057	\$ 135,510
		Monthly	\$ 9,290	\$ 9,755	\$ 10,243	\$ 10,755	\$ 11,292
		Hourly	\$ 38.1796	\$ 40.0885	\$ 42.0930	\$ 44.1976	\$ 46.4075
7109	Fire Mechanic (40 hr/week)	Annually	\$ 99,849	\$ 104,841	\$ 110,083	\$ 115,588	\$ 121,367
		Monthly	\$ 8,321	\$ 8,737	\$ 9,174	\$ 9,632	\$ 10,114
		Hourly	\$ 48.0043	\$ 50.4045	\$ 52.9247	\$ 55.5709	\$ 58.3495
7110	Firefighter <i>(without PM license)</i>	Annually	\$ 99,334	\$ 104,300	\$ 109,515	\$ 114,991	\$ 120,741
		Monthly	\$ 8,278	\$ 8,692	\$ 9,126	\$ 9,583	\$ 10,062
		Hourly	\$ 34.0184	\$ 35.7193	\$ 37.5053	\$ 39.3806	\$ 41.3496
7126	Firefighter-Paramedic <i>(after probationary year, includes Paramedic Pay)</i>	Annually	\$ 111,408	\$ 116,375	\$ 121,590	\$ 127,065	\$ 132,815
		Monthly	\$ 9,284	\$ 9,698	\$ 10,132	\$ 10,589	\$ 11,068
		Hourly	\$ 38.1534	\$ 39.8543	\$ 41.6403	\$ 43.5155	\$ 45.4846

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