

SAN RAFAEL FIREFIGHTERS' ASSOCIATION
BASE PAY SCHEDULE
Effective September 16, 2018

Exhibit A

NOTE: Monthly rate was calculated by multiplying the hourly rate by 2,920 annual hours, then dividing by 12, except for Fire Mechanic which is multiplied by 2,080 annual hours.

Grade Code	Title		A	B	C	D	E
7105	Fire Captain*	Annually	\$ 104,523.73	\$ 109,749.92	\$ 115,237.42	\$ 120,999.29	\$ 127,049.25
		Monthly	\$ 8,710.31	\$ 9,145.83	\$ 9,603.12	\$ 10,083.27	\$ 10,587.44
		Hourly	\$ 35.7958	\$ 37.5856	\$ 39.4649	\$ 41.4381	\$ 43.5100
1107	Fire Captain Specialist	Annually	\$ 109,753.78	\$ 115,241.47	\$ 121,003.54	\$ 127,053.72	\$ 133,406.41
		Monthly	\$ 9,146.15	\$ 9,603.46	\$ 10,083.63	\$ 10,587.81	\$ 11,117.20
		Hourly	\$ 37.5869	\$ 39.4663	\$ 41.4396	\$ 43.5115	\$ 45.6871
7106	Fire Engineer	Annually	\$ 94,670.50	\$ 99,404.02	\$ 104,374.22	\$ 109,592.94	\$ 115,072.58
		Monthly	\$ 7,889.21	\$ 8,283.67	\$ 8,697.85	\$ 9,132.74	\$ 9,589.38
		Hourly	\$ 32.4214	\$ 34.0425	\$ 35.7446	\$ 37.5318	\$ 39.4084
7109	Fire Mechanic (40 hr/week)	Annually	\$ 85,542.20	\$ 89,819.31	\$ 94,310.28	\$ 99,025.79	\$ 103,977.08
		Monthly	\$ 7,128.52	\$ 7,484.94	\$ 7,859.19	\$ 8,252.15	\$ 8,664.76
		Hourly	\$ 41.1261	\$ 43.1824	\$ 45.3415	\$ 47.6086	\$ 49.9890
7110	Firefighter (without PM license)	Annually	\$ 83,118.05	\$ 87,273.95	\$ 91,637.65	\$ 96,219.53	\$ 101,030.51
		Monthly	\$ 6,926.50	\$ 7,272.83	\$ 7,636.47	\$ 8,018.29	\$ 8,419.21
		Hourly	\$ 28.4651	\$ 29.8883	\$ 31.3828	\$ 32.9519	\$ 34.5995
7126	Firefighter-Paramedic** (after probationary year)	Annually	\$ 93,221.10	\$ 97,377.00	\$ 101,740.70	\$ 106,322.58	\$ 111,133.56
		Monthly	\$ 7,768.43	\$ 8,114.75	\$ 8,478.39	\$ 8,860.22	\$ 9,261.13
		Hourly	\$ 31.9250	\$ 33.3483	\$ 34.8427	\$ 36.4118	\$ 38.0594

*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	Annually	\$ 74,806.24	\$ 78,962.15	\$ 83,118.05
		Monthly	\$ 6,233.85	\$ 6,580.18	\$ 6,926.50
		Hourly	\$ 25.6186	\$ 27.0418	\$ 28.4651

*After probationary year move into Firefighter-Paramedic grade code

SAN RAFAEL FIREFIGHTERS' ASSOCIATION
BASE PAY SCHEDULE
Effective July 1, 2019

Exhibit A

NOTE: Monthly rate was calculated by multiplying the hourly rate by 2,920 annual hours, then dividing by 12, except for Fire Mechanic which is multiplied by 2,080 annual hours.

Grade Code	Title		A	B	C	D	E
7105	Fire Captain*	Annually	\$ 106,614.21	\$ 111,944.92	\$ 117,542.16	\$ 123,419.27	\$ 129,590.24
		Monthly	\$ 8,884.52	\$ 9,328.74	\$ 9,795.18	\$ 10,284.94	\$ 10,799.19
		Hourly	\$ 36.5117	\$ 38.3373	\$ 40.2542	\$ 42.2669	\$ 44.3802
1107	Fire Captain Specialist	Annually	\$ 111,948.86	\$ 117,546.30	\$ 123,423.62	\$ 129,594.80	\$ 136,074.54
		Monthly	\$ 9,329.07	\$ 9,795.53	\$ 10,285.30	\$ 10,799.57	\$ 11,339.54
		Hourly	\$ 38.3386	\$ 40.2556	\$ 42.2684	\$ 44.3818	\$ 46.6009
7106	Fire Engineer	Annually	\$ 96,563.91	\$ 101,392.10	\$ 106,461.71	\$ 111,784.79	\$ 117,374.03
		Monthly	\$ 8,046.99	\$ 8,449.34	\$ 8,871.81	\$ 9,315.40	\$ 9,781.17
		Hourly	\$ 33.0698	\$ 34.7233	\$ 36.4595	\$ 38.2825	\$ 40.1966
7109	Fire Mechanic (40 hr/week)	Annually	\$ 87,253.05	\$ 91,615.70	\$ 96,196.48	\$ 101,006.31	\$ 106,056.62
		Monthly	\$ 7,271.09	\$ 7,634.64	\$ 8,016.37	\$ 8,417.19	\$ 8,838.05
		Hourly	\$ 41.9486	\$ 44.0460	\$ 46.2483	\$ 48.5607	\$ 50.9888
7110	Firefighter (without PM license)	Annually	\$ 84,780.41	\$ 89,019.43	\$ 93,470.40	\$ 98,143.92	\$ 103,051.12
		Monthly	\$ 7,065.03	\$ 7,418.29	\$ 7,789.20	\$ 8,178.66	\$ 8,587.59
		Hourly	\$ 29.0344	\$ 30.4861	\$ 32.0104	\$ 33.6109	\$ 35.2915
7126	Firefighter-Paramedic** (after probationary year)	Annually	\$ 95,085.52	\$ 99,324.54	\$ 103,775.51	\$ 108,449.03	\$ 113,356.23
		Monthly	\$ 7,923.79	\$ 8,277.05	\$ 8,647.96	\$ 9,037.42	\$ 9,446.35
		Hourly	\$ 32.5635	\$ 34.0153	\$ 35.5396	\$ 37.1401	\$ 38.8206

*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	Annually	\$ 76,302	\$ 80,541	\$ 84,780
		Monthly	\$ 6,359	\$ 6,712	\$ 7,065
		Hourly	\$ 26.1309	\$ 27.5827	\$ 29.0344

*After probationary year move into Firefighter-Paramedic grade code