

SAN RAFAEL FIREFIGHTERS' ASSOCIATION
BASE PAY SCHEDULE
Effective July 1, 2020

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	\$ 108,746	\$ 114,184	\$ 119,893	\$ 125,888	\$ 132,182
		Monthly	\$ 9,062	\$ 9,515	\$ 9,991	\$ 10,491	\$ 11,015
		Hourly	\$ 37.2419	\$ 39.1040	\$ 41.0592	\$ 43.1122	\$ 45.2678
1107	Fire Captain Specialist	Annually	\$ 114,188	\$ 119,897	\$ 125,892	\$ 132,187	\$ 138,796
		Monthly	\$ 9,516	\$ 9,991	\$ 10,491	\$ 11,016	\$ 11,566
		Hourly	\$ 39.1054	\$ 41.0607	\$ 43.1137	\$ 45.2694	\$ 47.5329
7106	Fire Engineer	Annually	\$ 98,495	\$ 103,420	\$ 108,591	\$ 114,020	\$ 119,722
		Monthly	\$ 8,208	\$ 8,618	\$ 9,049	\$ 9,502	\$ 9,977
		Hourly	\$ 33.7312	\$ 35.4178	\$ 37.1887	\$ 39.0481	\$ 41.0005
7109	Fire Mechanic (40 hr/week)	Annually	\$ 88,998	\$ 93,448	\$ 98,120	\$ 103,026	\$ 108,178
		Monthly	\$ 7,417	\$ 7,787	\$ 8,177	\$ 8,586	\$ 9,015
		Hourly	\$ 42.7876	\$ 44.9269	\$ 47.1733	\$ 49.5319	\$ 52.0085
7110	Firefighter (without PM license)	Annually	\$ 86,476	\$ 90,800	\$ 95,340	\$ 100,107	\$ 105,112
		Monthly	\$ 7,206	\$ 7,567	\$ 7,945	\$ 8,342	\$ 8,759
		Hourly	\$ 29.6151	\$ 31.0958	\$ 32.6506	\$ 34.2832	\$ 35.9973
7126	Firefighter-Paramedic (after probationary year, includes Paramedic Pay)	Annually	\$ 96,987	\$ 101,311	\$ 105,851	\$ 110,618	\$ 115,623
		Monthly	\$ 8,082	\$ 8,443	\$ 8,821	\$ 9,218	\$ 9,635
		Hourly	\$ 33.2148	\$ 34.6956	\$ 36.2504	\$ 37.8829	\$ 39.5970

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

**Entry Level Firefighter pay for probationary year:			Months 1-2	Months 3-6	Months 7-12*
2126	Entry Level Firefighter	Annually	\$ 77,828	\$ 82,152	\$ 86,476
		Monthly	\$ 6,486	\$ 6,846	\$ 7,206
		Hourly	\$ 26.6536	\$ 28.1343	\$ 29.6151

*After probationary year move into Firefighter-Paramedic grade code

SAN RAFAEL FIREFIGHTERS' ASSOCIATION
BASE PAY SCHEDULE
Effective January 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	\$ 110,921	\$ 116,467	\$ 122,291	\$ 128,405	\$ 134,826
		Monthly	\$ 9,243	\$ 9,706	\$ 10,191	\$ 10,700	\$ 11,235
		Hourly	\$ 37.9868	\$ 39.8861	\$ 41.8804	\$ 43.9745	\$ 46.1732
1107	Fire Captain Specialist	Annually	\$ 116,472	\$ 122,295	\$ 128,410	\$ 134,830	\$ 141,572
		Monthly	\$ 9,706	\$ 10,191	\$ 10,701	\$ 11,236	\$ 11,798
		Hourly	\$ 39.8875	\$ 41.8819	\$ 43.9760	\$ 46.1748	\$ 48.4835
7106	Fire Engineer	Annually	\$ 100,465	\$ 105,488	\$ 110,763	\$ 116,301	\$ 122,116
		Monthly	\$ 8,372	\$ 8,791	\$ 9,230	\$ 9,692	\$ 10,176
		Hourly	\$ 34.4059	\$ 36.1261	\$ 37.9325	\$ 39.8291	\$ 41.8205
7109	Fire Mechanic (40 hr/week)	Annually	\$ 90,778	\$ 95,317	\$ 100,083	\$ 105,087	\$ 110,341
		Monthly	\$ 7,565	\$ 7,943	\$ 8,340	\$ 8,757	\$ 9,195
		Hourly	\$ 43.6433	\$ 45.8255	\$ 48.1167	\$ 50.5226	\$ 53.0487
7110	Firefighter (<i>without PM license</i>)	Annually	\$ 88,206	\$ 92,616	\$ 97,247	\$ 102,109	\$ 107,214
		Monthly	\$ 7,350	\$ 7,718	\$ 8,104	\$ 8,509	\$ 8,935
		Hourly	\$ 30.2074	\$ 31.7177	\$ 33.3036	\$ 34.9688	\$ 36.7173
7126	Firefighter-Paramedic (<i>after probationary year, includes Paramedic Pay</i>)	Annually	\$ 98,927	\$ 103,337	\$ 107,968	\$ 112,830	\$ 117,936
		Monthly	\$ 8,244	\$ 8,611	\$ 8,997	\$ 9,403	\$ 9,828
		Hourly	\$ 33.8791	\$ 35.3895	\$ 36.9754	\$ 38.6405	\$ 40.3890

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

**Entry Level Firefighter pay for probationary year:			Months 1-2	Months 3-6	Months 7-12*
2126	Entry Level Firefighter	Annually	\$ 79,385	\$ 83,795	\$ 88,206
		Monthly	\$ 6,615	\$ 6,983	\$ 7,350
		Hourly	\$ 27.1866	\$ 28.6970	\$ 30.2074

*After probationary year move into Firefighter-Paramedic grade code