

**Rancho Adobe Fire Protection District
Salary Schedule for Fiscal Year 2024 - 2025
Effective as of 7/1/24**

All MOUs and Employment Agreements Approved by Board of Directors on August 21, 2021, September 18, 2024, December 18, 2024

Pay Schedules for 7/1/24 - 12/31/24

Rank	Per	1st Step
FF/Paramedic/Trainer	Year	\$ 62,489.77
	Month	\$ 5,207.48
	Semi-Monthly	\$ 2,603.74
	Hour	\$ 21.40
60 Hours	Hour	\$ 38.06

Rank	Per	Hour
PT Firefighter	Hour	\$ 22.53
PT Firefighter	Holiday/ Hourly	\$ 33.80
Intern Fire Marshal	Hour	\$ 66.03

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Firefighter	Year	\$ 55,778.79	\$ 69,164.36	\$ 72,550.94	\$ 76,245.30	\$ 80,027.43
	Month	\$ 4,648.23	\$ 5,763.69	\$ 6,045.91	\$ 6,353.77	\$ 6,668.95
	Semi-Monthly	\$ 2,324.12	\$ 2,881.85	\$ 3,022.96	\$ 3,176.89	\$ 3,334.48
	Hour	\$ 22.53	\$ 23.69	\$ 24.86	\$ 26.11	\$ 27.41
60 Hours	Hour	\$ 31.62	\$ 33.25	\$ 34.90	\$ 36.66	\$ 38.48

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Firefighter/Paramedic	Year	\$ 78,934.43	\$ 85,997.47	\$ 87,109.13	\$ 91,954.36	\$ 95,044.91
	Month	\$ 6,577.87	\$ 7,166.45	\$ 7,259.09	\$ 7,662.86	\$ 7,920.41
	Semi-Monthly	\$ 3,288.93	\$ 3,583.23	\$ 3,629.55	\$ 3,831.43	\$ 3,960.21
	Hour	\$ 27.03	\$ 28.42	\$ 29.83	\$ 31.33	\$ 32.89
60 Hours	Hour	\$ 37.95	\$ 39.90	\$ 41.88	\$ 43.99	\$ 46.38

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Engineer	Year	\$ 81,478.09	\$ 84,917.97	\$ 88,338.38	\$ 91,887.37	\$ 95,567.80
	Month	\$ 6,789.84	\$ 7,076.50	\$ 7,361.53	\$ 7,657.28	\$ 7,964.00
	Semi-Monthly	\$ 3,394.92	\$ 3,538.25	\$ 3,680.76	\$ 3,828.64	\$ 3,982.00
	Hour	\$ 27.97	\$ 29.08	\$ 30.25	\$ 31.47	\$ 32.74
60 Hours	Hour	\$ 39.27	\$ 40.83	\$ 42.47	\$ 44.18	\$ 45.98

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Captain	Year	\$ 93,389.15	\$ 103,180.83	\$ 107,489.13	\$ 111,773.97	\$ 114,484.30
	Month	\$ 7,782.43	\$ 8,598.40	\$ 8,957.43	\$ 9,314.52	\$ 9,540.36
	Semi-Monthly	\$ 3,891.21	\$ 4,299.20	\$ 4,478.72	\$ 4,657.26	\$ 4,770.18
	Hour	\$ 34.04	\$ 35.34	\$ 36.80	\$ 38.28	\$ 39.21
60 Hours	Hour	\$ 47.98	\$ 49.81	\$ 51.67	\$ 53.74	\$ 55.64

Rank	Per	Acting BC	1st Step	2nd Step	3rd Step	4th Step	5th Step
Battalion Chief	Year	\$ 120,467.24	\$ 137,332.70	\$ 141,492.65	\$ 146,889.13	\$ 148,620.28	\$ 154,569.08
	Month	\$ 10,038.94	\$ 11,444.39	\$ 11,791.05	\$ 12,240.76	\$ 12,385.02	\$ 12,880.76
	Semi-Monthly	\$ 5,019.47	\$ 5,722.20	\$ 5,895.53	\$ 6,120.38	\$ 6,192.51	\$ 6,440.38
	Hour	\$ 41.28	\$ 47.03	\$ 48.44	\$ 49.95	\$ 50.89	\$ 52.93
60 Hours	Hour	\$ 57.92	\$ 66.03	\$ 68.01	\$ 70.95	\$ 71.44	\$ 74.31

Rank	Per	1st Step
Administrative Manager	Year	\$ 105,009.80
	Month	\$ 8,750.82
	Semi-Monthly	\$ 4,375.41
	Hour	\$ 63.65

Rank	Per	Hour
Fire Chief	Year	\$ 104,267.00
	Month	\$ 8,688.92
	Semi-Monthly	\$ 4,344.46
	Hour	\$ 63.40

Incentive Pay:
 Biweekly Pay - 2% of Base Semi-Monthly Salary
 Hazardous Material Technician - 1% of Base Semi-Monthly Salary
 Rescue Systems Specialist - 1% of Base Semi-Monthly Salary
 Paramedic/Engineer or Paramedic/Captain - 10% of Base Semi-Monthly Salary

Holiday Pay:
 8 hours pay for 14 holidays per year; paid at base hourly rate of pay

Pay Schedules for 1/1/25 - 6/30/25

Rank	Per	1st Step
FF/Paramedic/Trainer	Year	\$ 77,559.52
	Month	\$ 6,463.29
	Semi-Monthly	\$ 3,231.65
	Hour	\$ 26.56
60 Hours	Hour	\$ 37.28

Rank	Per	Hour
PT Firefighter	Hour	\$ 27.96
PT Firefighter	Holiday/ Hourly	\$ 41.94
Intern Fire Marshal	Hour	\$ 78.97

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Firefighter	Year	\$ 81,641.60	\$ 85,698.35	\$ 89,999.85	\$ 94,478.18
	Month	\$ 6,803.47	\$ 7,141.53	\$ 7,500.00	\$ 7,873.19
	Semi-Monthly	\$ 3,401.74	\$ 3,570.76	\$ 3,750.00	\$ 3,936.59
	Hour	\$ 27.96	\$ 29.44	\$ 30.81	\$ 32.26
60 Hours	Hour	\$ 39.28	\$ 41.20	\$ 43.27	\$ 45.42

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Firefighter/Paramedic	Year	\$ 99,675.78	\$ 109,254.38	\$ 108,999.95	\$ 110,920.30
	Month	\$ 8,306.31	\$ 9,104.53	\$ 9,083.33	\$ 9,243.36
	Semi-Monthly	\$ 4,153.16	\$ 4,552.27	\$ 4,541.67	\$ 4,621.68
	Hour	\$ 30.78	\$ 32.28	\$ 33.00	\$ 33.59
60 Hours	Hour	\$ 43.18	\$ 45.31	\$ 47.60	\$ 49.98

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Engineer	Year	\$ 97,171.63	\$ 101,083.32	\$ 105,146.72	\$ 109,382.56
	Month	\$ 8,097.64	\$ 8,424.01	\$ 8,762.23	\$ 9,116.05
	Semi-Monthly	\$ 4,048.82	\$ 4,212.01	\$ 4,381.11	\$ 4,558.02
	Hour	\$ 32.98	\$ 34.64	\$ 36.01	\$ 37.26
60 Hours	Hour	\$ 46.22	\$ 48.60	\$ 50.56	\$ 52.99

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Captain	Year	\$ 117,622.93	\$ 129,467.34	\$ 127,218.84	\$ 130,397.82
	Month	\$ 9,793.58	\$ 10,788.94	\$ 10,601.57	\$ 10,866.48
	Semi-Monthly	\$ 4,896.79	\$ 5,394.47	\$ 5,300.79	\$ 5,433.24
	Hour	\$ 40.20	\$ 43.97	\$ 43.00	\$ 44.66
60 Hours	Hour	\$ 56.50	\$ 58.86	\$ 57.21	\$ 59.69

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Battalion Chief	Year	\$ 164,249.07	\$ 169,176.69	\$ 174,262.42	\$ 177,725.60	\$ 184,864.52
	Month	\$ 13,687.42	\$ 14,098.06	\$ 14,521.87	\$ 14,810.47	\$ 15,405.38
	Semi-Monthly	\$ 6,843.71	\$ 7,049.03	\$ 7,260.94	\$ 7,405.24	\$ 7,702.69
	Hour	\$ 57.24	\$ 58.64	\$ 60.01	\$ 60.86	\$ 62.51
60 Hours	Hour	\$ 79.87	\$ 81.93	\$ 83.78	\$ 85.40	\$ 88.88

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Fire Mechanic	Year	\$ 97,171.63	\$ 101,083.32	\$ 105,146.72	\$ 109,382.56
	Month	\$ 8,097.64	\$ 8,424.01	\$ 8,762.23	\$ 9,116.05
	Semi-Monthly	\$ 4,048.82	\$ 4,212.01	\$ 4,381.11	\$ 4,558.02
	Hour	\$ 32.98	\$ 34.64	\$ 36.01	\$ 37.26
60 Hours	Hour	\$ 46.22	\$ 48.60	\$ 50.56	\$ 52.99

Rank	Per	1st Step
Administrative Manager	Year	\$ 127,212.00
	Month	\$ 10,601.00
	Semi-Monthly	\$ 5,300.50
	Hour	\$ 64.38

Rank	Per	Hour
Fire Chief	Year	\$ 123,694.00
	Month	\$ 10,307.83
	Semi-Monthly	\$ 5,153.92
	Hour	\$ 69.74

Incentive Pay:
 Biweekly Pay - 2% of Base Semi-Monthly Salary
 Hazardous Material Technician - 1% of Base Semi-Monthly Salary
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