

**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 and September 18, 2024

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

Rank	Per	1st Step	Rank	Per	
FF/Paramedic Trainee	Year	\$ 62,489.77	PT Firefighter	Hour	\$ 22.53
	Month	\$ 5,207.48	PT Firefighter	Holiday/ Hourly	\$ 33.80
	Semi-Monthly	\$ 2,603.74			
	Hour	\$ 21.40			
40 Hours	Hour	\$ 86.64			

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Firefighter	Year	\$ 65,778.70	\$ 69,164.36	\$ 72,550.04	\$ 76,245.30	\$ 80,037.43
	Month	\$ 5,481.56	\$ 5,763.70	\$ 6,049.20	\$ 6,353.78	\$ 6,669.79
	Semi-Monthly	\$ 2,740.78	\$ 2,881.85	\$ 3,024.60	\$ 3,176.89	\$ 3,334.89
	Hour	\$ 22.93	\$ 23.69	\$ 24.38	\$ 26.11	\$ 27.41
40 Hours	Hour	\$ 31.82	\$ 33.25	\$ 34.90	\$ 36.66	\$ 38.48

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Firefighter/Paramedic	Year	\$ 78,534.83	\$ 82,992.22	\$ 87,108.13	\$ 91,696.36	\$ 96,044.91
	Month	\$ 6,544.57	\$ 6,916.02	\$ 7,259.01	\$ 7,638.03	\$ 8,003.74
	Semi-Monthly	\$ 3,288.93	\$ 3,458.22	\$ 3,629.50	\$ 3,819.27	\$ 4,001.87
	Hour	\$ 27.03	\$ 28.42	\$ 29.83	\$ 31.33	\$ 32.83
40 Hours	Hour	\$ 37.96	\$ 39.90	\$ 41.88	\$ 43.99	\$ 46.18

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Engineer	Year	\$ 81,678.09	\$ 84,917.97	\$ 88,338.38	\$ 91,887.37	\$ 95,597.80
	Month	\$ 6,806.51	\$ 7,076.50	\$ 7,361.37	\$ 7,657.28	\$ 7,966.48
	Semi-Monthly	\$ 3,403.25	\$ 3,538.25	\$ 3,680.68	\$ 3,828.64	\$ 3,983.24
	Hour	\$ 27.97	\$ 29.08	\$ 30.25	\$ 31.47	\$ 32.74
40 Hours	Hour	\$ 39.97	\$ 40.83	\$ 42.47	\$ 44.18	\$ 45.98

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Captain	Year	\$ 99,389.15	\$ 103,180.83	\$ 107,489.13	\$ 111,774.22	\$ 114,484.30
	Month	\$ 8,282.43	\$ 8,598.40	\$ 8,957.43	\$ 9,314.52	\$ 9,540.36
	Semi-Monthly	\$ 4,141.21	\$ 4,299.20	\$ 4,478.88	\$ 4,657.26	\$ 4,770.18
	Hour	\$ 34.34	\$ 35.34	\$ 36.39	\$ 37.38	\$ 38.21
40 Hours	Hour	\$ 47.78	\$ 49.61	\$ 51.67	\$ 53.74	\$ 55.04

Rank	Per	Acting BC	1st Step	2nd Step	3rd Step	4th Step	5th Step
Battalion Chief	Year	\$ 120,467.24	\$ 137,332.70	\$ 141,452.50	\$ 146,096.13	\$ 148,600.28	#####
	Month	\$ 10,038.94	\$ 11,444.39	\$ 11,787.71	\$ 12,174.68	\$ 12,383.36	\$ 12,383.74
	Semi-Monthly	\$ 5,019.47	\$ 5,722.20	\$ 5,893.86	\$ 6,087.34	\$ 6,191.68	\$ 6,191.87
	Hour	\$ 41.26	\$ 47.03	\$ 48.44	\$ 49.90	\$ 50.85	\$ 51.91
40 Hours	Hour	\$ 57.92	\$ 66.03	\$ 68.01	\$ 70.05	\$ 71.44	\$ 74.91

Rank	Per	1st Step	Rank	Per	
Administrative Manager	Year	\$ 106,029.80	Fire Chief	Year	\$ 184,267.00
	Month	\$ 8,834.15		Month	\$ 15,355.58
	Semi-Monthly	\$ 4,417.08		Semi-Monthly	\$ 7,677.79
	Hour	\$ 53.65		Hour	\$ 93.40

Incentive Pay:
 Biannual 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	Rank	Per	
FF/Paramedic Trainee	Year	\$ 77,559.52	PT Firefighter	Hour	\$ 27.96
	Month	\$ 6,463.29	PT Firefighter	Holiday/ Hourly	\$ 41.94
	Semi-Monthly	\$ 3,231.65			
	Hour	\$ 26.66			
40 Hours	Hour	\$ 37.29			

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Firefighter	Year	\$ 81,641.60	\$ 85,666.36	\$ 89,899.95	\$ 94,476.18
	Month	\$ 6,803.47	\$ 7,140.53	\$ 7,491.66	\$ 7,873.02
	Semi-Monthly	\$ 3,401.73	\$ 3,570.26	\$ 3,745.83	\$ 3,936.51
	Hour	\$ 27.86	\$ 29.34	\$ 30.82	\$ 32.35
40 Hours	Hour	\$ 39.26	\$ 41.20	\$ 43.27	\$ 45.42

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Firefighter/Paramedic	Year	\$ 89,805.76	\$ 94,254.98	\$ 98,999.95	\$ 103,923.80
	Month	\$ 7,483.81	\$ 7,854.58	\$ 8,250.00	\$ 8,660.32
	Semi-Monthly	\$ 3,741.91	\$ 3,927.29	\$ 4,125.00	\$ 4,330.16
	Hour	\$ 30.76	\$ 32.28	\$ 33.90	\$ 35.59
40 Hours	Hour	\$ 43.18	\$ 45.91	\$ 47.60	\$ 49.96

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Engineer	Year	\$ 97,171.83	\$ 101,083.32	\$ 105,146.72	\$ 109,392.55
	Month	\$ 8,097.65	\$ 8,423.61	\$ 8,762.23	\$ 9,116.05
	Semi-Monthly	\$ 4,048.82	\$ 4,211.81	\$ 4,381.11	\$ 4,558.02
	Hour	\$ 33.28	\$ 34.62	\$ 36.01	\$ 37.46
40 Hours	Hour	\$ 46.72	\$ 49.60	\$ 50.95	\$ 52.98

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Captain	Year	\$ 117,522.97	\$ 122,407.34	\$ 127,310.84	\$ 130,397.62
	Month	\$ 9,793.58	\$ 10,200.61	\$ 10,609.24	\$ 10,866.47
	Semi-Monthly	\$ 4,896.79	\$ 5,100.31	\$ 5,304.62	\$ 5,433.24
	Hour	\$ 40.26	\$ 41.92	\$ 43.60	\$ 45.46
40 Hours	Hour	\$ 56.00	\$ 58.65	\$ 61.21	\$ 62.89

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Battalion Chief	Year	\$ 164,249.07	\$ 169,176.59	\$ 174,252.42	\$ 177,225.60	\$ 184,964.51
	Month	\$ 13,687.42	\$ 14,098.05	\$ 14,521.04	\$ 14,810.47	\$ 15,405.38
	Semi-Monthly	\$ 6,843.71	\$ 7,049.02	\$ 7,260.52	\$ 7,405.23	\$ 7,702.69
	Hour	\$ 56.25	\$ 57.94	\$ 59.68	\$ 60.86	\$ 63.31
40 Hours	Hour	\$ 78.97	\$ 81.33	\$ 83.78	\$ 85.45	\$ 88.88

Rank	Per	1st Step	Rank	Per	
Administrative Manager	Year	\$ 127,212.00	Fire Chief	Year	\$ 184,267.00
	Month	\$ 10,601.00		Month	\$ 15,355.58
	Semi-Monthly	\$ 5,300.50		Semi-Monthly	\$ 7,677.79
	Hour	\$ 64.38		Hour	\$ 93.40

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