

**Rancho Santa Fe Fire Protection District Wage Schedule for Calendar Year 2025 - Effective Date 01/01/2025**

Position		Step A	Step B	Step C	Step D	Step E
Firefighter/Paramedic	Annual	106,786	112,125	117,731	123,618	129,799
	Monthly	8,899	9,344	9,811	10,301	10,817
	Semi-Monthly	4,449	4,672	4,905	5,151	5,408
	BASE Rate Hourly	36.671	38.505	40.430	42.451	44.574
Engineer/Paramedic	Annual	115,090	120,845	126,887	133,231	139,893
	Monthly	9,591	10,070	10,574	11,103	11,658
	Semi-Monthly	4,795	5,035	5,287	5,551	5,829
	BASE Rate Hourly	39.523	41.499	43.574	45.752	48.040
Captain	Annual	132,771	139,410	146,380	153,699	161,384
	Monthly	11,064	11,617	12,198	12,808	13,449
	Semi-Monthly	5,532	5,809	6,099	6,404	6,724
	BASE Rate Hourly	45.594	47.874	50.268	52.781	55.420
		Step A	Step B	Step C	Step D	Step E
Fire Prevention Specialist	Annual	96,816	101,657	106,740	112,077	117,680
	Monthly	8,068	8,471	8,895	9,340	9,807
	Semi-Monthly	4,034	4,236	4,447	4,670	4,903
	BASE Rate Hourly	46.546	48.873	51.317	53.883	56.577
Fire Prevention Specialist II	Annual	108,136	113,543	119,220	125,181	131,440
	Monthly	9,011	9,462	9,935	10,432	10,953
	Semi-Monthly	4,506	4,731	4,967	5,216	5,477
	BASE Rate Hourly	51.988	54.588	57.317	60.183	63.192
Deputy Fire Marshal	Annual	127,510	133,885	140,579	147,608	154,989
	Monthly	10,626	11,157	11,715	12,301	12,916
	Semi-Monthly	5,313	5,579	5,857	6,150	6,458
	BASE Rate Hourly	61.303	64.368	67.586	70.966	74.514
Executive Assistant/Board Clerk	Annual	82,465	86,588	90,918	95,464	100,237
	Monthly	6,872	7,216	7,576	7,955	8,353
	Semi-Monthly	3,436	3,608	3,788	3,978	4,177
	BASE Rate Hourly	39.647	41.629	43.710	45.896	48.191
Permit Technician	Annual	69,970	73,468	77,142	80,999	85,049
	Monthly	5,831	6,122	6,428	6,750	7,087
	Semi-Monthly	2,915	3,061	3,214	3,375	3,544
	BASE Rate Hourly	33.639	35.321	37.087	38.942	40.889
Human Resource Analyst	Annual	91,028	95,580	100,359	105,377	110,645
	Monthly	7,586	7,965	8,363	8,781	9,220
	Semi-Monthly	3,793	3,982	4,182	4,391	4,610
	BASE Rate Hourly	43.764	45.952	48.249	50.662	53.195
Accounting Specialist II	Annual	98,931	103,878	109,071	114,525	120,251
	Monthly	8,244	8,656	9,089	9,544	10,021
	Semi-Monthly	4,122	4,328	4,545	4,772	5,010
	BASE Rate Hourly	47.563	49.941	52.438	55.060	57.813
Accounting Specialist I	Annual	89,734	94,220	98,931	103,878	109,072
	Monthly	7,478	7,852	8,244	8,656	9,089
	Semi-Monthly	3,739	3,926	4,122	4,328	4,545
	BASE Rate Hourly	43.141	45.298	47.563	49.941	52.438
Accounting Technician	Annual	79,191	83,150	87,308	91,673	96,257
	Monthly	6,599	6,929	7,276	7,639	8,021
	Semi-Monthly	3,300	3,465	3,638	3,820	4,011
	BASE Rate Hourly	38.072	39.976	41.975	44.074	46.277
IT Technician	Annual	102,912	108,058	113,461	119,134	125,091
	Monthly	8,576	9,005	9,455	9,928	10,424
	Semi-Monthly	4,288	4,502	4,728	4,964	5,212
	BASE Rate Hourly	49.477	51.951	54.549	57.276	60.140
		Step A	Step B	Step C		
Battalion Chief - Shift	Annual	177,522	186,399	195,719		
	Monthly	14,794	15,533	16,310		
	Semi-Monthly	7,397	7,767	8,155		
	BASE Rate Hourly	60.962	64.011	67.211		
Battalion Chief - Training	Annual	177,522	186,399	195,719		
	Monthly	14,794	15,533	16,310		
	Semi-Monthly	7,397	7,767	8,155		
	BASE Rate Hourly	85.347	89.615	94.095		
		Range/Annual Salary				
Fire Chief	Annual	237,897	249,792	262,282		
	Monthly	19,825	20,816	21,857		
	Semi-Monthly	9,912	10,408	10,928		
	BASE Rate Hourly	114.374	120.092	126.097		
Deputy Fire Chief	Annual	205,504	215,780	226,569		
	Monthly	17,125	17,982	18,881		
	Semi-Monthly	8,563	8,991	9,440		
	BASE Rate Hourly	98.800	103.740	108.927		
Fire Marshal	Annual	162,738	170,875	179,419		
	Monthly	13,562	14,240	14,952		
	Semi-Monthly	6,781	7,120	7,476		
	BASE Rate Hourly	78.240	82.152	86.259		
Finance Manager	Annual	126,264	132,577	139,206		
	Monthly	10,522	11,048	11,600		
	Semi-Monthly	5,261	5,524	5,800		
	BASE Rate Hourly	60.704	63.739	66.926		
<b>Position - Temporary (as needed and determined by the Fire Chief)</b>		<b>Range</b>				
Temporary - Non exempt	CA Minimum Wage	→	76.49			
<div style="border: 1px solid black; padding: 5px; margin-top: 5px;">                     Examples of a temporary employee's position includes but is not limited to: Fire Service Assistant; Interns (Administration, Fire Prevention, Training); Fire Prevention (Weed Abatement; Plan Review); Firefighter/Parametric, Retired Annuitants as extra help, etc.                 </div>						