

San Ramon Valley Fire Protection District
Salary Schedule - Full-Time, Monthly and Annual
April 1, 2026

Job Title	Group	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administrative Analyst I	Non-Rep	40	8,009.06	8,406.80	8,823.91	9,266.85	9,729.16	10,216.01
			96,108.74	100,881.63	105,886.97	111,202.24	116,749.96	122,592.11
Administrative Analyst II	Non-Rep	40	9,719.74	10,205.73	10,716.01	11,251.81	11,814.40	12,398.07
			116,636.87	122,468.71	128,592.15	135,021.76	141,772.84	148,776.83
Administrative Assistant	Non-Rep	40	7,739.51	8,125.95	8,531.30	8,961.47	9,407.00	9,877.35
			92,874.06	97,511.38	102,375.61	107,537.64	112,884.03	118,528.23
Battalion Chief 1	IAFF-A	56	16,676.31	17,373.34	18,156.32	18,932.58	19,729.00	20,679.86
			200,115.69	208,480.03	217,875.82	227,191.02	236,747.96	248,158.28
Battalion Chief 2 Special Operations IC	IAFF-A	56	17,539.30	18,236.33	19,019.31	19,795.58	20,591.99	21,542.85
			210,471.62	218,835.94	228,231.75	237,546.97	247,103.84	258,514.23
Battalion Chief 4 EMS Training Academy	IAFF-A	40	18,187.21	18,950.04	19,805.55	20,654.34	21,552.08	22,606.24
			218,246.49	227,400.53	237,666.59	247,852.07	258,625.01	271,274.93
Battalion Chief 5 EMS or Training Special Operations IC	IAFF-A	40	19,050.20	19,813.04	20,668.55	21,517.33	22,415.08	23,469.24
			228,602.40	237,756.43	248,022.55	258,207.94	268,980.98	281,630.90
CAD/GIS Analyst	Non-Rep	40	9,152.38	9,610.00	10,090.50	10,595.03	11,124.78	11,681.02
			109,828.61	115,320.04	121,086.04	127,140.35	133,497.36	140,172.23
Captain 1 EMT	IAFF	56	13,236.76	13,779.05	14,392.50	14,998.84	15,622.26	16,366.66
			158,841.11	165,348.56	172,710.01	179,986.06	187,467.07	196,399.88
Captain 2 1 team	IAFF	56	14,099.75	14,642.04	15,255.50	15,861.83	16,485.25	17,229.65
			169,197.03	175,704.46	183,065.97	190,341.96	197,823.00	206,755.76
Captain 3 2 teams	IAFF	56	14,531.25	15,073.54	15,686.99	16,293.33	16,916.75	17,661.14
			174,374.99	180,882.42	188,243.93	195,519.92	203,000.96	211,933.71
Captain 10 Paramedic	IAFF	56	14,353.08	14,895.37	15,508.82	16,115.16	16,738.58	17,482.98
			172,236.96	178,744.41	186,105.86	193,381.91	200,862.92	209,795.72
Captain 11 Paramedic 1 team	IAFF	56	15,216.08	15,758.36	16,371.81	16,978.15	17,601.57	18,345.97
			182,592.93	189,100.35	196,461.74	203,737.85	211,218.89	220,151.65
Captain 12 Paramedic 2 teams	IAFF	56	15,647.57	16,189.86	16,803.31	17,409.65	18,033.07	18,777.47
			187,770.88	194,278.31	201,639.69	208,915.81	216,396.85	225,329.61
Captain 13 Paramedic Academy	IAFF	40	15,558.39	16,151.92	16,822.31	17,485.58	18,168.78	19,027.39
			186,700.72	193,823.05	201,867.70	209,826.94	218,025.31	228,328.74
Captain 14 Paramedic 1 team	IAFF	40	16,421.39	17,014.91	17,685.30	18,348.58	19,031.77	19,890.39
			197,056.65	204,178.97	212,223.65	220,182.92	228,381.26	238,684.62
Captain 16 Paramedic Coordinator and 1 team	IAFF	56	16,079.08	16,621.37	17,234.82	17,841.16	18,464.58	19,208.98
			192,948.99	199,456.42	206,817.80	214,093.92	221,574.96	230,507.71
Captain 17 Paramedic Training and 1 team	IAFF	40	17,352.71	17,971.16	18,670.70	19,362.18	20,073.17	20,922.08
			208,232.51	215,653.96	224,048.35	232,346.20	240,878.00	251,064.95
Captain 18 Paramedic Coordinator and 1 team	IAFF	40	17,463.67	18,052.67	18,718.96	19,377.51	20,054.65	20,863.14
			209,563.98	216,631.98	224,627.52	232,530.11	240,655.77	250,357.63
Captain 26 Paramedic Rescue, HazMat and Investigator	IAFF	56	16,514.45	17,086.78	17,734.21	18,374.15	19,032.10	19,817.74
			198,173.39	205,041.33	212,810.53	220,489.75	228,385.23	237,812.87

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Captain 27	Paramedic	Rescue or HazMat and EMS or Mechanic Coordinator	IAFF	56	16,942.06	17,484.35	18,097.80	18,704.14	19,327.56	20,071.96
					203,304.76	209,812.19	217,173.57	224,449.69	231,930.72	240,863.48
Captain 28	Paramedic	Rescue, HazMat and EMS Coordinator	IAFF	56	17,373.56	17,915.85	18,529.29	19,135.64	19,759.06	20,503.45
					208,482.72	214,990.15	222,351.53	229,627.65	237,108.68	246,041.44
Captain 29	Paramedic	Coordinator: EMS, HazMat, Mechanic or Rescue	IAFF	56	16,079.07	16,621.36	17,234.80	17,841.15	18,464.57	19,208.96
					192,948.84	199,456.27	206,817.65	214,093.77	221,574.81	230,507.56
Captain 31		Rescue or HazMat Coordinator and Investigator	IAFF	56	15,791.68	16,364.01	17,011.45	17,651.38	18,309.34	19,094.98
					189,500.18	196,368.15	204,137.42	211,816.56	219,712.02	229,139.70
Chief Financial Officer		Non-Rep	40	17,249.54	18,112.02	19,017.62	19,968.50	20,966.92	22,015.27	
Communications Administrative Supervisor			IAFF	40	206,994.47	217,344.20	228,211.41	239,621.98	251,603.08	264,183.23
					13,034.76	13,720.34	14,437.63	15,178.92	15,969.21	16,763.48
Community Risk Reduction Inspector 1			Non-Rep	40	156,417.15	164,644.13	173,251.60	182,147.01	191,630.48	201,161.80
					8,700.63	9,136.01	9,593.29	10,072.47	10,576.30	11,104.77
Community Risk Reduction Inspector 2			Non-Rep	40	104,407.59	109,632.08	115,119.43	120,869.66	126,915.60	133,257.28
					9,693.23	10,177.89	10,687.20	11,222.52	11,782.48	12,372.56
Community Risk Reduction Plans Examiner			Non-Rep	40	116,318.77	122,134.71	128,246.37	134,670.19	141,389.73	148,470.72
					11,071.91	11,627.77	12,215.11	12,825.73	13,455.52	14,129.12
Deputy Chief			Non-Rep	40	132,862.98	139,533.23	146,581.36	153,908.79	161,466.22	169,549.39
					20,673.14	21,540.73	22,519.80	23,486.77	24,487.32	25,675.90
District Counsel Clerk			Non-Rep	40	-	-	-	-	-	22,015.27
					-	-	-	-	-	264,183.23
EMS Coordinator			Non-Rep	40	10,270.27	10,783.78	11,322.97	11,889.12	12,483.57	13,107.75
					123,243.21	129,405.38	135,875.64	142,669.43	149,802.90	157,293.04
EMS Specialist (Safety)		Coordinator and 2 teams	IAFF	40	18,869.69	19,458.61	20,124.91	20,783.47	21,460.59	22,269.08
					226,436.24	233,503.33	241,498.91	249,401.63	257,527.12	267,228.99
Emergency Preparedness Coordinator			Non-Rep	40	9,259.58	9,722.57	10,208.69	10,719.13	11,255.09	11,817.84
					111,115.00	116,670.87	122,504.30	128,629.58	135,061.06	141,814.11
Engineer 1	EMT		IAFF	56	11,686.64	12,171.90	12,695.27	13,261.16	13,807.98	14,461.17
					140,239.70	146,062.76	152,343.22	159,133.86	165,695.80	173,534.06
Engineer 2	1 team		IAFF	56	12,549.64	13,034.89	13,558.26	14,124.15	14,670.98	15,324.16
					150,595.67	156,418.64	162,699.08	169,489.82	176,051.75	183,889.95
Engineer 3	2 teams		IAFF	56	12,981.14	13,466.38	13,989.75	14,555.65	15,102.48	15,755.66
					155,773.63	161,596.59	167,877.04	174,667.78	181,229.71	189,067.91
Engineer 4	Paramedic		IAFF	56	12,802.96	13,288.22	13,811.59	14,377.48	14,924.30	15,577.49
					153,635.54	159,458.61	165,739.07	172,529.71	179,091.64	186,929.91
Engineer 5	Paramedic	1 team	IAFF	56	13,665.95	14,151.21	14,674.58	15,240.46	15,787.29	16,440.49
					163,991.43	169,814.53	176,094.97	182,885.58	189,447.52	197,285.84

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Engineer 6	Paramedic	2 teams	IAFF	56	14,097.45	14,582.71	15,106.08	15,671.96	16,218.79	16,871.98
					169,169.39	174,992.49	181,272.93	188,063.54	194,625.47	202,463.80
Engineer 8	Paramedic	Rescue or HazMat and Investigator	IAFF	56	14,423.05	14,935.19	15,487.55	16,084.79	16,661.91	17,351.29
					173,076.56	179,222.26	185,850.64	193,017.45	199,942.92	208,215.48
Engineer 9	Paramedic	Rescue, HazMat and Investigator	IAFF	56	14,878.45	15,390.59	15,942.95	16,540.19	17,117.31	17,806.69
					178,541.37	184,687.07	191,315.45	198,482.26	205,407.73	213,680.29
Engineer 10	Paramedic	Investigator and 1 team	IAFF	56	14,528.96	15,014.22	15,537.59	16,103.47	16,650.30	17,303.49
					174,347.49	180,170.59	186,451.04	193,241.65	199,803.58	207,641.90
Engineer 11	Paramedic	EMS Liaison or Mechanic Coordinator	IAFF	56	14,528.95	15,014.20	15,537.58	16,103.46	16,650.29	17,303.48
					174,347.39	180,170.46	186,450.92	193,241.56	199,803.49	207,641.76
Engineer 12	Paramedic	Rescue, HazMat and Social Media Liaison	IAFF	56	14,960.44	15,445.70	15,969.07	16,534.95	17,081.78	17,734.98
					179,525.30	185,348.40	191,628.85	198,419.46	204,981.39	212,819.71
Fire Chief	Non-Rep	40	-	-	-	-	-	-	-	29,525.00
					-	-	-	-	-	354,300.00
Fire Marshal	Non-Rep	40	14,883.49	15,627.66	16,589.69	17,422.50	18,294.55	18,995.52	18,995.52	18,995.52
Firefighter 1	Academy	IAFF	40	10,038.73	10,488.50	10,966.74	11,483.41	11,980.15	12,579.37	12,579.37
				120,464.75	125,862.01	131,600.86	137,800.88	143,761.77	150,952.42	
Firefighter 5	Paramedic	IAFF	56	11,899.26	12,349.03	12,827.27	13,343.94	13,840.68	14,439.90	14,439.90
				142,791.16	148,188.41	153,927.27	160,127.28	166,088.18	173,278.83	
Firefighter 6	Paramedic	1 team	IAFF	56	12,762.25	13,212.03	13,690.26	14,206.93	14,703.67	15,302.90
					153,147.01	158,544.30	164,283.17	170,483.15	176,444.08	183,634.80
Firefighter 7	Paramedic	2 teams	IAFF	56	13,193.75	13,643.52	14,121.76	14,638.43	15,135.17	15,734.40
					158,324.97	163,722.26	169,461.13	175,661.11	181,622.04	188,812.76
Firefighter 9	Paramedic	Rescue or HazMat and Investigator	IAFF	56	13,469.28	13,943.97	14,448.71	14,993.99	15,518.26	16,150.68
					161,631.36	167,327.66	173,384.46	179,927.92	186,219.08	193,808.17
Firefighter 10	Paramedic	40	12,903.99	13,420.66	13,919.93	14,493.02	15,029.37	15,685.37	15,685.37	15,685.37
Firefighter 12	Paramedic	EMS Liasion and 1 team	IAFF	56	13,625.25	14,075.03	14,553.27	15,069.93	15,566.67	16,165.91
					163,503.02	168,900.35	174,639.28	180,839.11	186,800.04	193,990.86
Human Resources Analyst	Non-Rep	40	8,009.06	8,406.80	8,823.91	9,266.85	9,729.16	10,216.01	10,216.01	10,216.01
			96,108.74	100,881.63	105,886.97	111,202.24	116,749.96	122,592.11		
Office Assistant	Non-Rep	40	5,510.91	5,789.63	6,076.96	6,381.51	6,700.05	7,035.80	7,035.80	7,035.80
			66,130.93	69,475.57	72,923.53	76,578.10	80,400.54	84,429.61		
Public Safety Dispatch Lead	EMD	IAFF	56	10,352.35	10,896.39	11,467.22	12,056.98	12,681.44	13,315.35	13,315.35
				124,228.25	130,756.62	137,606.68	144,683.81	152,177.24	159,784.21	
Public Safety Dispatcher 1	IAFF	56	9,162.67	9,644.18	10,149.42	10,671.41	11,224.10	11,785.16	11,785.16	11,785.16
			109,952.05	115,730.19	121,793.04	128,056.88	134,689.17	141,421.95		

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 April 1, 2026

Job Title		Group	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Public Safety Dispatcher 2	EMD	IAFF	56	9,411.23	9,905.80	10,424.75	10,960.89	11,528.58	12,104.86
				112,934.78	118,869.66	125,096.98	131,530.74	138,342.95	145,258.38
Public Safety Systems Specialist		Non-Rep	40	8,595.74	9,025.78	9,477.13	9,951.05	10,447.54	10,970.36
				103,148.92	108,309.38	113,725.60	119,412.63	125,370.48	131,644.27
Senior Office Assistant		Non-Rep	40	6,613.09	6,947.56	7,292.35	7,657.81	8,040.05	8,442.96
				79,357.12	83,370.69	87,508.23	91,893.72	96,480.65	101,315.53

Items NOT included in Base Monthly Salary (BMS):

Holiday Pay = BMS* x 6%

FLSA

San Ramon Valley Fire Protection District
Salary Schedule - Part-Time, Hourly
April 1, 2026

Job Title	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Animal Services Dispatcher I/II	Non-Rep	30.90	35.02	39.14	43.26	47.38	51.50
Chaplain Coordinator	Non-Rep	-	-	-	-	-	47.74
CRR Inspector Trainee	Non-Rep	24.82	27.31	30.04	-	-	-
District Aide	Non-Rep	-	-	-	-	-	24.35
District Aide Lead	Non-Rep	-	-	-	-	-	27.44
District Transporter	Non-Rep	-	-	-	-	-	50.00
Intern	Non-Rep	-	-	-	-	-	25.75
Medical Director	Non-Rep	-	-	-	-	-	200.00
Project Assistant (Temporary)	Non-Rep	69.38	72.16	75.05	78.05	81.17	84.42
Public Safety Dispatcher	Non-Rep	-	-	-	-	-	64.57
Single Role EMT	Non-Rep	24.71	25.95	27.25			
Single Role Paramedic	3546-B	28.80	30.25	31.77	33.36	35.03	36.78
Volunteer Coordinator	Non-Rep	-	-	-	-	-	49.17