

**Resolution 2025-04; Exhibit A**

**Rancho Santa Fe Fire Protection District Wage Schedule for Calendar Year 2025 - Effective Date 07/01/2025**

Position		Step A	Step B	Step C	Step D	Step E
<b>Firefighter/Paramedic</b>	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
<b>Engineer/Paramedic</b>	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
<b>Captain</b>	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
<b>Captain - Training (40 hour week)</b>	Annual	146,048	153,351	161,018	169,069	177,522
	Monthly	12,171	12,779	13,418	14,089	14,794
	Semi-Monthly	6,085	6,390	6,709	7,045	7,397
	BASE Rate Hourly	70.215	73.726	77.413	81.283	85.347
		Step A	Step B	Step C	Step D	Step E
<b>Fire Prevention Specialist</b>	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
<b>Fire Prevention Specialist II</b>	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
<b>Deputy Fire Marshal</b>	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
<b>Executive Assistant/Board Clerk</b>	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
<b>Permit Technician</b>	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
<b>Human Resource Analyst</b>	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
<b>Accounting Specialist II</b>	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
<b>Accounting Specialist I</b>	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
<b>Accounting Technician</b>	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
<b>IT Technician</b>	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		
<b>Battalion Chief - Shift</b>	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		
<b>Battalion Chief - Training (40 hour week)</b>	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				
<b>Fire Chief</b>	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		
<b>Deputy Fire Chief</b>	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		
<b>Fire Marshal</b>	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		
<b>Finance Manager</b>	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			
		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/Paramedic, Retired Annuitants as extra help, etc.				

\*demonstrative purposes only