

Sonoma County Fire District | Salary Schedule
Effective as of 01/01/2021

Classification Title	Rate Type	Step 1	Step 2	Step 3	Step 4
Captain	Monthly	\$ 8,240.00	\$ 8,558.00	\$ 8,874.00	\$ 9,195.00
Engineer	Monthly	\$ 6,832.00	\$ 7,119.00	\$ 7,411.00	\$ 7,714.00
Firefighter	Monthly	\$ 5,713.00	\$ 6,029.00	\$ 6,346.00	\$ 6,662.00
Firefighter/Paramedic	Monthly	\$ 6,284.30	\$ 6,631.90	\$ 6,980.60	\$ 7,328.20

Longevity Pay:

After 6 Year of Completed Service - 3% of Base Monthly Salary

After 12 Year of Completed Service - 6% of Base Monthly Salary

After 18 Year of Completed Service - 9% of Base Monthly Salary

Incentive Pay:

Educational Incentive - 3% of Base Monthly Salary

Bachelors Degree - 5% of Base Monthly Salary

Bilingual- 3% of Base Monthly Salary

Swiftwater Technician - 3% of Base Monthly Salary

Hazardous Materials Technician - 2% of Base Monthly Salary

FLSA- \$160.00-\$265.00 per month

Premium Pay- 5% of fully burden hourly rate

Holiday Pay:

12 hours pay for 12 Holiday's per year; paid at regular hourly rate of pay

Board Approved - March 16, 2021