

Sonoma County Fire District | Salary Schedule

Effective as of 01/01/2022

Classification Titl	Rate Type	Step 1	Step 2	Step 3	Step 4
Captain-56 Hour	Monthly	\$ 8,656.94	\$ 8,991.03	\$ 9,323.02	\$ 9,660.27
Captain-40 Hour	Monthly	\$ 8,825.04	\$ 9,165.91	\$ 9,504.57	\$ 9,847.64
Engineer	Monthly	\$ 7,177.00	\$ 7,479.22	\$ 7,786.00	\$ 8,104.33
Firefighter	Monthly	\$ 6,002.08	\$ 6,334.07	\$ 6,667.11	\$ 6,999.10
Firefighter/Para	Monthly	\$ 6,602.29	\$ 6,967.47	\$ 7,333.82	\$ 7,699.01

Effective as of 07/01/2022

Classification Titl	Rate Type	Step 1	Step 2	Step 3	Step 4
Captain-56 Hour	Monthly	\$ 8,830.08	\$ 9,170.86	\$ 9,509.48	\$ 9,853.47
Captain-40 Hour	Monthly	\$ 9,001.54	\$ 9,349.23	\$ 9,694.66	\$ 10,044.59
Engineer	Monthly	\$ 7,321.25	\$ 7,628.81	\$ 7,941.72	\$ 8,266.41
Firefighter/EMT	Monthly	\$ 6,122.12	\$ 6,460.75	\$ 6,800.45	\$ 7,139.08
Firefighter/Para	Monthly	\$ 6,734.33	\$ 7,106.82	\$ 7,480.49	\$ 7,852.99

Effective as of 01/01/2023

Classification Titl	Rate Type	Step 1	Step 2	Step 3	Step 4
Captain-56 Hour	Monthly	\$ 9,094.99	\$ 9,445.98	\$ 9,794.77	\$ 10,149.08
Captain-40 Hour	Monthly	\$ 9,271.59	\$ 9,629.70	\$ 9,985.50	\$ 10,345.93
Engineer	Monthly	\$ 7,540.89	\$ 7,857.67	\$ 8,179.97	\$ 8,514.41
Firefighter/EMT	Monthly	\$ 6,305.78	\$ 6,654.57	\$ 7,004.46	\$ 7,353.25
Firefighter/Para	Monthly	\$ 6,936.36	\$ 7,320.03	\$ 7,704.91	\$ 8,088.58

**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 - May 17, 2022