

Rancho Adobe Fire Protection District
Salary Schedule for Fiscal Year 2025 - 2026
Effective as of 7/1/25

All MOUs and Employment Agreements Approved by Board of Directors on June 18, 2025
 Fire Chief's Employment Agreement Approved by Board of Directors on January 21, 2026

Pay Schedules for 7/1/25 - 06/30/26

Rank	Per	1st Step
FF/Paramedic Trainee	Year	\$ 82,600.89
	Month	\$ 6,883.41
	Semi-Monthly	\$ 3,441.70
	Hour	\$ 28.29
40 Hours	Hour	\$ 39.71

Rank	Per	
PT Firefighter	Hour	\$ 29.78
PT Firefighter	Holiday Hourly	\$ 44.67

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Firefighter	Year	\$ 86,948.30	\$ 91,255.96	\$ 95,849.95	\$ 100,617.13
	Month	\$ 7,245.69	\$ 7,604.66	\$ 7,987.50	\$ 8,384.76
	Semi-Monthly	\$ 3,622.85	\$ 3,802.33	\$ 3,993.75	\$ 4,192.38
	Hour	\$ 29.78	\$ 31.25	\$ 32.83	\$ 34.46
40 Hours	Hour	\$ 41.80	\$ 43.87	\$ 46.08	\$ 48.37

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Firefighter/Paramedic	Year	\$ 95,643.13	\$ 100,381.55	\$ 105,434.95	\$ 110,678.85
	Month	\$ 7,970.26	\$ 8,365.13	\$ 8,786.25	\$ 9,223.24
	Semi-Monthly	\$ 3,985.13	\$ 4,182.56	\$ 4,393.12	\$ 4,611.62
	Hour	\$ 32.75	\$ 34.38	\$ 36.11	\$ 37.90
40 Hours	Hour	\$ 45.98	\$ 48.26	\$ 50.69	\$ 53.21

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Engineer	Year	\$ 103,487.79	\$ 107,653.74	\$ 111,981.26	\$ 116,503.08
	Month	\$ 8,623.98	\$ 8,971.15	\$ 9,331.77	\$ 9,708.59
	Semi-Monthly	\$ 4,311.99	\$ 4,485.57	\$ 4,665.89	\$ 4,854.30
	Hour	\$ 35.44	\$ 36.87	\$ 38.35	\$ 39.90
40 Hours	Hour	\$ 49.75	\$ 51.76	\$ 53.84	\$ 56.01

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Captain	Year	\$ 125,161.96	\$ 130,363.82	\$ 135,586.04	\$ 138,873.47
	Month	\$ 10,430.16	\$ 10,863.65	\$ 11,298.84	\$ 11,572.79
	Semi-Monthly	\$ 5,215.08	\$ 5,431.83	\$ 5,649.42	\$ 5,786.39
	Hour	\$ 42.86	\$ 44.65	\$ 46.43	\$ 47.56
40 Hours	Hour	\$ 60.17	\$ 62.67	\$ 65.19	\$ 66.77

Rank	Per	1st Step	2nd Step	3rd Step	4th Step	5th Step
Battalion Chief	Year	\$ 168,355.30	\$ 173,406.00	\$ 178,608.73	\$ 182,168.74	\$ 189,486.13
	Month	\$ 14,029.61	\$ 14,450.50	\$ 14,884.06	\$ 15,180.73	\$ 15,790.51
	Semi-Monthly	\$ 7,014.80	\$ 7,225.25	\$ 7,442.03	\$ 7,590.36	\$ 7,895.26
	Hour	\$ 57.66	\$ 59.39	\$ 61.17	\$ 62.39	\$ 64.89
40 Hours	Hour	\$ 80.94	\$ 83.37	\$ 85.87	\$ 87.58	\$ 91.10

Rank	Per	1st Step	2nd Step	3rd Step	4th Step
Fire Mechanic	Year	\$ 99,600.92	\$ 103,610.40	\$ 107,775.39	\$ 111,580.41
	Month	\$ 8,300.08	\$ 8,634.20	\$ 8,981.28	\$ 9,298.37
	Semi-Monthly	\$ 4,150.04	\$ 4,317.10	\$ 4,490.64	\$ 4,649.18
	40 Hours	Hour	\$ 47.89	\$ 49.81	\$ 51.82

New Rate Eff. 12/1/25

Rank	Per	
Administrative Manager	Year	\$ 134,843.80
	Month	\$ 11,236.98
	Semi-Monthly	\$ 5,618.49
	Hour	\$ 68.24

Rank	Per	
Fire Chief	Year	\$ 227,584.08
	Month	\$ 18,965.34
	Semi-Monthly	\$ 9,482.67
	Hour	\$ 109.42

Incentive Pay:
 Bilingual Pay - 2% of Base Semi-Monthly Salary
 Hazardous Material Technician - 1% of Base Semi-Monthly Salary
 Rescue Systems Specialist - 1% of Base Semi-Monthly Salary
 Paramedic Engineer or Paramedic Captain - 10% of Base Semi-Monthly Salary

Holiday Pay:
 8 hours pay for 14 holiday's per year; paid at base hourly rate of pay