

**2025  
SFPD Pay Scale**

**To Include A 0% - 1.5% COLA Voted On Each Year By The Board**

*\*No Progression from Starting Pay Level Until Required Class Certification is Obtained and Maintained\**

FF/EMT		ANNUAL	Hourly Rate
<b>Class 3</b>	<b>Starting - Step 1</b>	\$ 65,000.00	\$ 21.83
	Step 2 - After 1 Yr SFD or 2 Yrs F.S.	\$ 67,000.00	\$ 22.50
	Step 3 - After 2 Yrs SFD or 4 Yrs F.S.	\$ 69,000.00	\$ 23.17
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 71,000.00	\$ 23.84
	Step 2 - After 2 Yrs SFD or 4 Yrs F.S.	\$ 73,000.00	\$ 24.51
	Step 3 - After 4 Yrs SFD or 6 Yrs F.S.	\$ 75,000.00	\$ 25.18
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 77,000.00	\$ 25.86
	Step 2 - After 6 Yrs SFD or 8 Yrs F.S.	\$ 79,000.00	\$ 26.53
	Step 3 - Over 8 Years Either	\$ 81,000.00	\$ 27.20
<b>Class 3 Certs</b>			
FF I			
* HZ Ops *			
* EMT Basic/IV, S130/190 Red Card *			
<b>Class 2 Certs</b>			
* FF II *			
NIMS 100, 200, 700, 800			
<b>Class 1 Certs</b>			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

FF/MEDIC		ANNUAL	Hourly Rate
<b>Class 3</b>	<b>Starting - Step 1</b>	\$ 70,000.00	\$ 23.51
	Step 2 - After 1 Yr SFD or 2 Yrs F.S.	\$ 72,000.00	\$ 24.18
	Step 3 - After 2 Yrs SFD or 4 Yrs F.S.	\$ 74,000.00	\$ 24.85
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 76,000.00	\$ 25.52
	Step 2 - After 2 Yrs SFD or 4 Yrs F.S.	\$ 78,000.00	\$ 26.19
	Step 3 - After 4 Yrs SFD or 6 Yrs F.S.	\$ 80,000.00	\$ 26.86
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 82,000.00	\$ 27.54
	Step 2 - After 6 Yrs SFD or 8 Yrs F.S.	\$ 84,000.00	\$ 28.21
	Step 3 - Over 8 Years Either	\$ 86,000.00	\$ 28.88
<b>Class 3 Certs</b>			
FF I			
* HZ Ops *			
* Paramedic, S130,190 Red Card *			
<b>Class 2 Certs</b>			
* FF II *			
NIMS 100, 200, 700, 800			
<b>Class 1 Certs</b>			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

Fire Service = F.S.

Engineer / EMT		ANNUAL	Hourly Rate
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 70,000.00	\$ 23.51
	Step 2 year 5	\$ 76,000.00	\$ 25.52
	Step 3 year 10	\$ 82,000.00	\$ 27.54
	Step 4 year 15	\$ 91,000.00	\$ 30.56
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 76,000.00	\$ 25.52
	Step 2 year 5	\$ 82,000.00	\$ 27.54
	Step 3 year 10	\$ 88,000.00	\$ 29.55
	Step 4 over year 15	\$ 98,000.00	\$ 32.91
<b>Class 2 Certs</b>			
* FF II *			
* HZ Ops *			
* EMT Basic/IV *			
* DO Pumper, S130/190 Red Card *			
<b>Class 1 Certs</b>			
DO Aerial			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

Engineer / Medic		ANNUAL	Hourly Rate
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 74,000.00	\$ 24.85
	Step 2 year 5	\$ 80,000.00	\$ 26.86
	Step 3 year 10	\$ 86,000.00	\$ 28.88
	Step 4 over year 15	\$ 95,000.00	\$ 31.90
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 80,000.00	\$ 26.86
	Step 2 year 5	\$ 86,000.00	\$ 28.88
	Step 3 year 10	\$ 92,000.00	\$ 30.89
	Step 4 over year 15	\$ 102,000.00	\$ 34.25
<b>Class 2 Certs</b>			
* FF II *			
* HZ Ops *			
* Paramedic *			
* DO Pumper, S130/190 Red Card *			
<b>Class 1 Certs</b>			
DO Aerial			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

Lieutenant			Hourly
		ANNUAL	Rate
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 76,000.00	\$ 25.52
Step 2	year 5	\$ 84,000.00	\$ 28.21
Step 3	year 10	\$ 94,000.00	\$ 31.56
Step 4	over year 15	\$ 100,000.00	\$ 33.58
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 80,000.00	\$ 26.86
Step 2	year 5	\$ 88,000.00	\$ 29.55
Step 3	year 10	\$ 98,000.00	\$ 32.91
Step 4	over year 15	\$ 105,000.00	\$ 35.26
<b>Class 2 Certs</b>			
FF II			
* HZ Ops *			
* EMT Basic/IV *			
NIMS 100, 200, 700, 800, S130/190 Red Card			
<b>Class 1 Certs</b>			
FO I			
Fire Inst I			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

EMS Lieutenant			Hourly
		ANNUAL	Rate
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 78,000.00	\$ 26.19
Step 2	year 5	\$ 86,000.00	\$ 28.88
Step 3	year 10	\$ 96,000.00	\$ 32.24
Step 4	year 15	\$ 102,000.00	\$ 34.25
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 82,000.00	\$ 27.54
Step 2	year 5	\$ 90,000.00	\$ 30.22
Step 3	year 10	\$ 100,000.00	\$ 33.58
Step 4	year 15	\$ 107,000.00	\$ 35.93
<b>Class 2 Certs</b>			
FF II			
* HZ Ops *			
* Paramedic *			
NIMS 100, 200, 700, 800, * S130/190 Red Card *			
<b>Class 1 Certs</b>			
FO I			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

Captain			Hourly
		ANNUAL	Rate
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 80,000.00	\$ 26.86
Step 2	year 5	\$ 87,000.00	\$ 29.21
Step 3	year 10	\$ 97,000.00	\$ 32.57
Step 4	year 15	\$ 104,000.00	\$ 34.92
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 83,000.00	\$ 27.87
Step 2	year 5	\$ 91,000.00	\$ 30.56
Step 3	year 10	\$ 101,000.00	\$ 33.92
Step 4	year 15	\$ 108,000.00	\$ 36.27
<b>Class 2 Certs</b>			
FF II			
* EMT Basic/IV *			
Fire Inst I			
FO I, * S130/190 Red Card * NIMS 100, 200, 700, 800			
<b>Class 1 Certs</b>			
FO II			
Fire Inst II			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

EMS Captain			Hourly
		ANNUAL	Rate
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 82,000.00	\$ 27.54
Step 2	year 5	\$ 89,000.00	\$ 29.89
Step 3	year 10	\$ 99,000.00	\$ 33.24
Step 4	year 15	\$ 106,000.00	\$ 35.59
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 85,000.00	\$ 28.54
Step 2	year 5	\$ 93,000.00	\$ 31.23
Step 3	year 10	\$ 103,000.00	\$ 34.59
Step 4	year 15	\$ 110,000.00	\$ 36.94
<b>Class 2 Certs</b>			
FF II			
*Paramedic*			
Fire Inst I			
FO I, * S130/190 Red Card * NIMS 100, 200, 700, 800			
<b>Class 1 Certs</b>			
FO II			
Fire Inst II			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

Battalion Chief			Hourly
		ANNUAL	Rate
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 90,000.00	\$ 30.22
Step 2	year 5	\$ 96,000.00	\$ 32.24
Step 3	year 10	\$ 106,000.00	\$ 35.59
Step 4	over year 15	\$ 112,000.00	\$ 37.61
<b>Class 1</b>	<b>Starting</b>	\$ 95,000.00	\$ 31.90
Step 2	year 5	\$ 101,000.00	\$ 33.92
Step 3	year 10	\$ 111,000.00	\$ 37.27
Step 4	over year 15	\$ 118,000.00	\$ 39.62
<b>Class 2 Certs</b>			
FO I			
Fire Inst I,* EMT/IV *			
NIMS 100, 200, 700, 800			
<b>Class 1 Certs</b>			
FO II			
Fire Inst II			
NIMS 300, 400			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

Executive Assistant (40hr)			Hourly
		ANNUAL	Rate
	<b>Starting</b>	\$ 85,000.00	\$ 40.87
	year 4	\$ 90,000.00	\$ 43.27
	year 8	\$ 95,000.00	\$ 45.67
	year 12	\$ 98,000.00	\$ 47.12
	year 16	\$ 101,000.00	\$ 48.56
	year 18	\$ 105,000.00	\$ 50.48
	year 20	\$ 110,000.00	\$ 52.88
	year 25	\$ 115,000.00	\$ 55.29

EMS Captain (40hr)			Hourly
		ANNUAL	Rate
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 82,000.00	\$ 39.42
Step 2	year 5	\$ 89,000.00	\$ 42.79
Step 3	year 10	\$ 99,000.00	\$ 47.60
Step 4	year 15	\$ 106,000.00	\$ 50.96
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 85,000.00	\$ 40.87
Step 2	year 5	\$ 91,000.00	\$ 43.75
Step 3	year 10	\$ 103,000.00	\$ 49.52
Step 4	year 15	\$ 110,000.00	\$ 52.88
<b>Class 2 Certs</b>			
FF II			
*Paramedic*			
Fire Inst I			
FO I, * S130/190 Red Card * NIMS 100, 200, 700, 800			
<b>Class 1 Certs</b>			
FO II			
Fire Inst II			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

EMS Chief (40hr)			Hourly
		ANNUAL	Rate
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 90,000.00	\$ 43.27
Step 2	year 5	\$ 96,000.00	\$ 46.15
Step 3	year 10	\$ 106,000.00	\$ 50.96
Step 4	year 15	\$ 112,000.00	\$ 53.85
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 95,000.00	\$ 45.67
Step 2	year 5	\$ 101,000.00	\$ 48.56
Step 3	year 10	\$ 111,000.00	\$ 53.37
Step 4	year 15	\$ 118,000.00	\$ 56.73
<b>Class 2 Certs</b>			
FF II			
* Paramedic *			
FO I			
NIMS 100, 200, 700, 800			
<b>Class 1 Certs</b>			
FO II			
Fire Inst I			

Training Captain (40hr)			Hourly Rate
		ANNUAL	
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 80,000.00	\$ 38.46
Step 2	year 5	\$ 87,000.00	\$ 41.83
Step 3	year 10	\$ 97,000.00	\$ 46.63
Step 4	year 15	\$ 104,000.00	\$ 50.00
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 83,000.00	\$ 39.90
Step 2	year 5	\$ 91,000.00	\$ 43.75
Step 3	year 10	\$ 101,000.00	\$ 48.56
Step 4	year 15	\$ 108,000.00	\$ 51.92
<b>Class 2 Certs</b>			
FF II			
* EMT Basic/IV *			
Fire Inst I			
FO I, * S130/190 Red Card * NIMS 100, 200, 700, 800			
<b>Class 1 Certs</b>			
FO II			
Fire Inst II			
2 Specialty Certs (i.e. Rescue Tech, Haz Tech)			

Logistics Chief (40hr)			Hourly Rate
		ANNUAL	
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 90,000.00	\$ 43.27
Step 2	year 5	\$ 96,000.00	\$ 46.15
Step 3	year 10	\$ 106,000.00	\$ 50.96
Step 4	year 15	\$ 112,000.00	\$ 53.85
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 95,000.00	\$ 45.67
Step 2	year 5	\$ 101,000.00	\$ 48.56
Step 3	year 10	\$ 111,000.00	\$ 53.37
Step 4	year 15	\$ 118,000.00	\$ 56.73
<b>Class 2 Certs</b>			
FO I			
Fire Inst I			
NIMS 100, 200, 700, 800			
<b>Class 1 Certs</b>			
FO II			
Fire Inst II			
NIMS 300, 400			

Fire Inspector (40hr)			Hourly Rate
		ANNUAL	
<b>Class 2</b>	<b>Starting - Step 1</b>	\$ 67,000.00	\$ 32.21
Step 2	year 5	\$ 72,000.00	\$ 34.62
Step 3	year 10	\$ 77,000.00	\$ 37.02
Step 4	year 15	\$ 82,000.00	\$ 39.42
<b>Class 1</b>	<b>Starting - Step 1</b>	\$ 75,000.00	\$ 36.06
Step 2	year 5	\$ 85,000.00	\$ 40.87
Step 3	year 10	\$ 95,000.00	\$ 45.67
Step 4	year 15	\$ 105,000.00	\$ 50.48
<b>Class 2 Certs</b>			
* FF II *			
* HZ Ops *			
Fire Insp I			
NIMS 100, 200, 700, 800			
<b>Class 1 Certs</b>			
Fire Insp II			
Fire Investigator			