

SOLANA BEACH FIRE ASSOCIATION
SALARY SCHEDULE 5
JULY 2, 2021

<u>Classification</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
5091 Firefighter / Paramedic					
Base Rate	\$ 26.23	\$ 27.54	\$ 28.92	\$ 30.37	\$ 31.89
OT Premium	\$ 13.12	\$ 13.77	\$ 14.46	\$ 15.19	\$ 15.95
Bi-weekly Base ⁽¹⁾	\$ 2,938	\$ 3,084	\$ 3,239	\$ 3,401	\$ 3,572
Monthly Base ⁽¹⁾	\$ 6,365	\$ 6,683	\$ 7,018	\$ 7,370	\$ 7,739
Annual Base ⁽¹⁾	\$ 76,382	\$ 80,196	\$ 84,215	\$ 88,437	\$ 92,864
Estimated Annual FLSA OT ⁽²⁾	\$ 2,047	\$ 2,148	\$ 2,256	\$ 2,370	\$ 2,488
Estimated Annual Total ⁽²⁾	\$ 78,428	\$ 82,345	\$ 86,471	\$ 90,807	\$ 95,352

5091-A Fire Engineer					
Base Rate	\$ 27.55	\$ 28.93	\$ 30.38	\$ 31.90	\$ 33.50
OT Premium	\$ 13.78	\$ 14.47	\$ 15.19	\$ 15.95	\$ 16.75
Bi-weekly Base ⁽¹⁾	\$ 3,086	\$ 3,240	\$ 3,403	\$ 3,573	\$ 3,752
Monthly Base ⁽¹⁾	\$ 6,685	\$ 7,020	\$ 7,372	\$ 7,741	\$ 8,129
Annual Base ⁽¹⁾	\$ 80,226	\$ 84,244	\$ 88,467	\$ 92,893	\$ 97,552
Estimated Annual FLSA OT ⁽²⁾	\$ 2,150	\$ 2,257	\$ 2,370	\$ 2,488	\$ 2,613
Estimated Annual Total ⁽²⁾	\$ 82,375	\$ 86,501	\$ 90,836	\$ 95,381	\$ 100,165

5100 Fire Engineer w/ Paramedic Cert (3% differential above Fire Engineer)					
Base Rate	\$ 28.38	\$ 29.80	\$ 31.29	\$ 32.86	\$ 34.51
OT Premium	\$ 14.19	\$ 14.90	\$ 15.65	\$ 16.43	\$ 17.26
Bi-weekly Base ⁽¹⁾	\$ 3,179	\$ 3,338	\$ 3,504	\$ 3,680	\$ 3,865
Monthly Base ⁽¹⁾	\$ 6,887	\$ 7,231	\$ 7,593	\$ 7,974	\$ 8,374
Annual Base ⁽¹⁾	\$ 82,643	\$ 86,778	\$ 91,116	\$ 95,688	\$ 100,493
Estimated Annual FLSA OT ⁽²⁾	\$ 2,214	\$ 2,324	\$ 2,441	\$ 2,563	\$ 2,693
Estimated Annual Total ⁽²⁾	\$ 84,856	\$ 89,102	\$ 93,558	\$ 98,251	\$ 103,186

5099 Fire Captain					
Base Rate	\$ 31.35	\$ 32.92	\$ 34.57	\$ 36.30	\$ 38.12
OT Premium	\$ 15.68	\$ 16.46	\$ 17.29	\$ 18.15	\$ 19.06
Bi-weekly Base ⁽¹⁾	\$ 3,511	\$ 3,687	\$ 3,872	\$ 4,066	\$ 4,269
Monthly Base ⁽¹⁾	\$ 7,608	\$ 7,989	\$ 8,389	\$ 8,809	\$ 9,250
Annual Base ⁽¹⁾	\$ 91,291	\$ 95,863	\$ 100,668	\$ 105,706	\$ 111,005
Estimated Annual FLSA OT ⁽²⁾	\$ 2,446	\$ 2,568	\$ 2,697	\$ 2,831	\$ 2,973
Estimated Annual Total ⁽²⁾	\$ 93,737	\$ 98,431	\$ 103,365	\$ 108,537	\$ 113,979

5109 Fire Captain (Shift)					
Base Rate	\$ 31.98	\$ 33.58	\$ 35.26	\$ 37.03	\$ 38.88
OT Premium	\$ 15.99	\$ 16.79	\$ 17.63	\$ 18.52	\$ 19.44
Bi-weekly Base ⁽¹⁾	\$ 3,582	\$ 3,761	\$ 3,949	\$ 4,147	\$ 4,355
Monthly Base ⁽¹⁾	\$ 7,760	\$ 8,149	\$ 8,556	\$ 8,986	\$ 9,435
Annual Base ⁽¹⁾	\$ 93,126	\$ 97,785	\$ 102,677	\$ 107,831	\$ 113,219
Estimated Annual FLSA OT ⁽²⁾	\$ 2,494	\$ 2,619	\$ 2,750	\$ 2,889	\$ 3,033
Estimated Annual Total ⁽²⁾	\$ 95,620	\$ 100,404	\$ 105,427	\$ 110,720	\$ 116,251

(1) Weekly, Bi-weekly, and Annual "base rates" are determined by calculating 112 hours of straight time paid in 26 pay periods. These rates do not include FLSA Overtime.

(2) Estimated Annual FLSA OT Premium is compensation required under Department of Labor Fair Labor Standards Act (FLSA) Section 29 CFR 553.230 (Section 7(k)) and is compensated based on Fire Department 24-day Work Period resulting in approx. 10 hours of OT Premium pay per 24-day Work Period.