

Sonoma County Fire District | Salary Schedule

Effective as of 07/01/2025

Classification Title	Rate Type	Step 1	Step 2	Step 3	Step 4
Captain-56 Hour	Monthly	\$ 10,339.85	\$ 10,738.88	\$ 11,135.41	\$ 11,538.21
Captain-40 Hour	Monthly	\$ 10,856.84	\$ 11,276.17	\$ 11,692.82	\$ 12,114.88
Engineer	Monthly	\$ 8,573.04	\$ 8,933.17	\$ 9,299.59	\$ 9,679.81
Firefighter	Monthly	\$ 7,168.87	\$ 7,565.40	\$ 7,963.19	\$ 8,359.72
Firefighter/Paramedic	Monthly	\$ 7,885.76	\$ 8,321.95	\$ 8,759.51	\$ 9,195.69
Paramedic or FF Trainee	Monthly	\$ 6,810.43			

Effective as of 01/01/2026

Classification Title	Rate Type	Step 1	Step 2	Step 3	Step 4
Captain-56 Hour	Monthly	\$ 10,650.05	\$ 11,061.05	\$ 11,469.47	\$ 11,884.36
Captain-40 Hour	Monthly	\$ 11,182.55	\$ 11,614.46	\$ 12,043.60	\$ 12,478.33
Engineer	Monthly	\$ 8,830.23	\$ 9,201.17	\$ 9,578.58	\$ 9,970.20
Firefighter/EMT	Monthly	\$ 7,383.94	\$ 7,792.36	\$ 8,202.09	\$ 8,610.51
Firefighter/Paramedic	Monthly	\$ 8,122.33	\$ 8,571.61	\$ 9,022.30	\$ 9,471.56
Paramedic or FF Trainee	Monthly	\$ 7,014.74			

Effective as of 07/01/2026

Classification Title	Rate Type	Step 1	Step 2	Step 3	Step 4
Captain-56 Hour	Monthly	\$ 10,969.55	\$ 11,392.88	\$ 11,813.56	\$ 12,240.89
Captain-40 Hour	Monthly	\$ 11,518.02	\$ 11,962.89	\$ 12,404.91	\$ 12,852.68
Engineer	Monthly	\$ 9,095.14	\$ 9,477.20	\$ 9,865.94	\$ 10,269.31
Firefighter/EMT	Monthly	\$ 7,605.45	\$ 8,026.13	\$ 8,448.15	\$ 8,868.83
Firefighter/Paramedic	Monthly	\$ 8,366.00	\$ 8,828.76	\$ 9,292.96	\$ 9,755.71
Paramedic or FF Trainee	Monthly	\$ 7,225.19			

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 and 1 floating holiday/birthday; paid at regular hourly rate of pay

Board Approved - June 16, 2025