

SOLANA BEACH FIRE ASSOCIATION
 SALARY SCHEDULE 5
 JULY 1, 2023

Classification	Step A	Step B	Step C	Step D	Step E
6101 Firefighter / Paramedic					
Base Rate	\$ 28.91	\$ 30.35	\$ 31.87	\$ 33.48	\$ 35.14
OT Premium	\$ 14.46	\$ 15.18	\$ 15.94	\$ 16.74	\$ 17.57
Bi-weekly Base ⁽¹⁾	\$ 3,238	\$ 3,399	\$ 3,569	\$ 3,750	\$ 3,936
Monthly Base ⁽¹⁾	\$ 7,015	\$ 7,365	\$ 7,734	\$ 8,124	\$ 8,527
Annual Base ⁽¹⁾	\$ 84,185.92	\$ 88,379.20	\$ 92,805.44	\$ 97,493.76	\$ 102,327.68
Estimated Annual FLSA OT ⁽²⁾	\$ 2,256	\$ 2,368	\$ 2,487	\$ 2,611	\$ 2,741
Estimated Annual Total ⁽²⁾	\$ 86,441.68	\$ 90,747.28	\$ 95,292.08	\$ 100,105.20	\$ 105,068.60
6201 Fire Engineer					
Base Rate	\$ 31.28	\$ 32.85	\$ 34.48	\$ 36.21	\$ 38.04
OT Premium	\$ 15.64	\$ 16.43	\$ 17.24	\$ 18.11	\$ 19.02
Bi-weekly Base ⁽¹⁾	\$ 3,503	\$ 3,679	\$ 3,862	\$ 4,056	\$ 4,260
Monthly Base ⁽¹⁾	\$ 7,591	\$ 7,972	\$ 8,367	\$ 8,787	\$ 9,231
Annual Base ⁽¹⁾	\$ 91,087.36	\$ 95,659.20	\$ 100,405.76	\$ 105,443.52	\$ 110,772.48
Estimated Annual FLSA OT ⁽²⁾	\$ 2,440	\$ 2,563	\$ 2,689	\$ 2,825	\$ 2,967
Estimated Annual Total ⁽²⁾	\$ 93,527.20	\$ 98,222.28	\$ 103,095.20	\$ 108,268.68	\$ 113,739.60
6301 Fire Captain					
Base Rate	\$ 34.55	\$ 36.28	\$ 38.10	\$ 40.01	\$ 42.01
OT Premium	\$ 17.28	\$ 18.14	\$ 19.05	\$ 20.01	\$ 21.01
Bi-weekly Base ⁽¹⁾	\$ 3,870	\$ 4,063	\$ 4,267	\$ 4,481	\$ 4,705
Monthly Base ⁽¹⁾	\$ 8,384	\$ 8,804	\$ 9,246	\$ 9,709	\$ 10,194
Annual Base ⁽¹⁾	\$ 100,609.60	\$ 105,647.36	\$ 110,947.20	\$ 116,509.12	\$ 122,333.12
Estimated Annual FLSA OT ⁽²⁾	\$ 2,696	\$ 2,830	\$ 2,972	\$ 3,122	\$ 3,278
Estimated Annual Total ⁽²⁾	\$ 103,305.28	\$ 108,477.20	\$ 113,919.00	\$ 119,630.68	\$ 125,610.68
6302 Fire Captain (Shift)					
Base Rate	\$ 35.25	\$ 37.01	\$ 38.86	\$ 40.81	\$ 42.85
OT Premium	\$ 17.63	\$ 18.51	\$ 19.43	\$ 20.41	\$ 21.43
Bi-weekly Base ⁽¹⁾	\$ 3,948	\$ 4,145	\$ 4,352	\$ 4,571	\$ 4,799
Monthly Base ⁽¹⁾	\$ 8,554	\$ 8,981	\$ 9,430	\$ 9,903	\$ 10,398
Annual Base ⁽¹⁾	\$ 102,648.00	\$ 107,773.12	\$ 113,160.32	\$ 118,838.72	\$ 124,779.20
Estimated Annual FLSA OT ⁽²⁾	\$ 2,750	\$ 2,888	\$ 3,031	\$ 3,184	\$ 3,343
Estimated Annual Total ⁽²⁾	\$ 105,398.28	\$ 110,660.68	\$ 116,191.40	\$ 122,022.68	\$ 128,122.28

(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.