

SOLANA BEACH FIRE ASSOCIATION
SALARY SCHEDULE 5
JULY 2024

<u>Classification</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
6101 Firefighter / Paramedic					
Base Rate	\$ 29.78	\$ 31.26	\$ 32.83	\$ 34.48	\$ 36.19
OT Premium	\$ 14.89	\$ 15.63	\$ 16.42	\$ 17.24	\$ 18.10
Bi-weekly Base ⁽¹⁾	\$ 3,335.36	\$ 3,501.12	\$ 3,676.96	\$ 3,861.76	\$ 4,053.28
Monthly Base ⁽¹⁾	\$ 7,226.61	\$ 7,585.76	\$ 7,966.75	\$ 8,367.15	\$ 8,782.11
Annual Base ⁽¹⁾	\$ 86,719.36	\$ 91,029.12	\$ 95,600.96	\$ 100,405.76	\$ 105,385.28
Estimated Annual FLSA OT ⁽²⁾	\$ 2,322.84	\$ 2,438.28	\$ 2,561.52	\$ 2,689.44	\$ 2,823.60
Estimated Annual Total ⁽²⁾	\$ 89,042.20	\$ 93,467.40	\$ 98,162.48	\$ 103,095.20	\$ 108,208.88
6201 Fire Engineer					
Base Rate	\$ 32.22	\$ 33.84	\$ 35.51	\$ 37.30	\$ 39.18
OT Premium	\$ 16.11	\$ 16.92	\$ 17.76	\$ 18.65	\$ 19.59
Bi-weekly Base ⁽¹⁾	\$ 3,608.64	\$ 3,790.08	\$ 3,977.12	\$ 4,177.60	\$ 4,388.16
Monthly Base ⁽¹⁾	\$ 7,818.72	\$ 8,211.84	\$ 8,617.09	\$ 9,051.47	\$ 9,507.68
Annual Base ⁽¹⁾	\$ 93,824.64	\$ 98,542.08	\$ 103,405.12	\$ 108,617.60	\$ 114,092.16
Estimated Annual FLSA OT ⁽²⁾	\$ 2,513.16	\$ 2,639.52	\$ 2,770.56	\$ 2,909.40	\$ 3,056.04
Estimated Annual Total ⁽²⁾	\$ 96,337.80	\$ 101,181.60	\$ 106,175.68	\$ 111,527.00	\$ 117,148.20
6301 Fire Captain					
Base Rate	\$ 35.59	\$ 37.37	\$ 39.24	\$ 41.21	\$ 43.27
OT Premium	\$ 17.80	\$ 18.69	\$ 19.62	\$ 20.61	\$ 21.64
Bi-weekly Base ⁽¹⁾	\$ 3,986.08	\$ 4,185.44	\$ 4,394.88	\$ 4,615.52	\$ 4,846.24
Monthly Base ⁽¹⁾	\$ 8,636.51	\$ 9,068.45	\$ 9,522.24	\$ 10,000.29	\$ 10,500.19
Annual Base ⁽¹⁾	\$ 103,638.08	\$ 108,821.44	\$ 114,266.88	\$ 120,003.52	\$ 126,002.24
Estimated Annual FLSA OT ⁽²⁾	\$ 2,776.80	\$ 2,915.64	\$ 3,060.72	\$ 3,215.16	\$ 3,375.84
Estimated Annual Total ⁽²⁾	\$ 106,414.88	\$ 111,737.08	\$ 117,327.60	\$ 123,218.68	\$ 129,378.08
6302 Fire Captain (Shift)					
Base Rate	\$ 36.31	\$ 38.12	\$ 40.03	\$ 42.03	\$ 44.14
OT Premium	\$ 18.16	\$ 19.06	\$ 20.02	\$ 21.02	\$ 22.07
Bi-weekly Base ⁽¹⁾	\$ 4,066.72	\$ 4,269.44	\$ 4,483.36	\$ 4,707.36	\$ 4,943.68
Monthly Base ⁽¹⁾	\$ 8,811.23	\$ 9,250.45	\$ 9,713.95	\$ 10,199.28	\$ 10,711.31
Annual Base ⁽¹⁾	\$ 105,734.72	\$ 111,005.44	\$ 116,567.36	\$ 122,391.36	\$ 128,535.68
Estimated Annual FLSA OT ⁽²⁾	\$ 2,832.96	\$ 2,973.36	\$ 3,123.12	\$ 3,279.12	\$ 3,442.92
Estimated Annual Total ⁽²⁾	\$ 108,567.68	\$ 113,978.80	\$ 119,690.48	\$ 125,670.48	\$ 131,978.60

(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.