

# APPLE VALLEY FIRE PROTECTION DISTRICT

**POST THROUGH  
12/31/2018**

## WAGE SCHEDULE

Approved by Board of Directors on October 2, 2018 (1)

| REGULAR POSITIONS                 | A     | B     | C     | D      | E      | F      | G      | H      | I      | J      | K      | L      | M      |
|-----------------------------------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>Admin Services Manager</b>     |       |       |       |        |        |        |        |        |        |        |        |        |        |
| Monthly Base Rate                 | 6,255 | 6,411 | 6,572 | 6,736  | 6,904  | 7,077  | 7,254  | 7,435  | 7,621  | 7,812  | 8,007  | 8,207  | 8,494  |
| Hourly                            | 36.09 | 36.99 | 37.91 | 38.86  | 39.83  | 40.83  | 41.85  | 42.90  | 43.97  | 45.07  | 46.19  | 47.35  | 49.01  |
| <b>Battalion Chief</b>            |       |       |       |        |        |        |        |        |        |        |        |        |        |
| Monthly Base Rate                 | 7,621 | 7,812 | 8,007 | 8,207  | 8,412  | 8,622  | 8,838  | 9,059  | 9,285  | 9,518  | 9,756  | 9,999  | 10,349 |
| Hourly                            | 31.41 | 32.19 | 33.00 | 33.82  | 34.67  | 35.53  | 36.42  | 37.33  | 38.26  | 39.22  | 40.20  | 41.21  | 42.65  |
| <b>Battalion Chief - 40 Hour</b>  |       |       |       |        |        |        |        |        |        |        |        |        |        |
| Monthly Base Rate                 | 7,825 | 8,021 | 8,221 | 8,427  | 8,637  | 8,853  | 9,075  | 9,301  | 9,534  | 9,772  | 10,017 | 10,267 | 10,626 |
| Hourly                            | 45.14 | 46.27 | 47.43 | 48.62  | 49.83  | 51.08  | 52.35  | 53.66  | 55.00  | 56.38  | 57.79  | 59.23  | 61.31  |
| <b>Captain</b>                    |       |       |       |        |        |        |        |        |        |        |        |        |        |
| Monthly Base Rate                 | 6,385 | 6,545 | 6,708 | 6,876  | 7,048  | 7,224  | 7,405  | 7,590  | 7,780  | 7,974  | 8,173  | 8,378  | 8,671  |
| Hourly                            | 26.31 | 26.97 | 27.64 | 28.33  | 29.04  | 29.77  | 30.51  | 31.28  | 32.06  | 32.86  | 33.68  | 34.52  | 35.73  |
| <b>Captain - 40 Hour (2)</b>      |       |       |       |        |        |        |        |        |        |        |        |        |        |
| Monthly Base Rate                 | 6,556 | 6,720 | 6,888 | 7,060  | 7,237  | 7,418  | 7,603  | 7,793  | 7,988  | 8,188  | 8,392  | 8,602  | 8,903  |
| Hourly                            | 37.82 | 38.77 | 39.74 | 40.73  | 41.75  | 42.79  | 43.86  | 44.96  | 46.08  | 47.24  | 48.42  | 49.63  | 51.36  |
| <b>Deputy Chief</b>               |       |       |       |        |        |        |        |        |        |        |        |        |        |
| Monthly Base Rate                 | 9,481 | 9,718 | 9,961 | 10,210 | 10,465 | 10,727 | 10,995 | 11,270 | 11,552 | 11,840 | 12,136 | 12,440 | 12,875 |
| Hourly                            | 54.70 | 56.07 | 57.47 | 58.90  | 60.38  | 61.89  | 63.43  | 65.02  | 66.64  | 68.31  | 70.02  | 71.77  | 74.28  |
| <b>Deputy Fire Marshal</b>        |       |       |       |        |        |        |        |        |        |        |        |        |        |
| Monthly Base Rate                 | 6,385 | 6,545 | 6,708 | 6,876  | 7,048  | 7,224  | 7,405  | 7,590  | 7,780  | 7,974  | 8,173  | 8,378  | 8,671  |
| Hourly                            | 36.84 | 37.76 | 38.70 | 39.67  | 40.66  | 41.68  | 42.72  | 43.79  | 44.88  | 46.00  | 47.15  | 48.33  | 50.02  |
| <b>Division Chief</b>             |       |       |       |        |        |        |        |        |        |        |        |        |        |
| Monthly Base Rate                 | 8,619 | 8,834 | 9,055 | 9,282  | 9,514  | 9,752  | 9,995  | 10,245 | 10,501 | 10,764 | 11,033 | 11,309 | 11,705 |
| Hourly                            | 49.73 | 50.97 | 52.24 | 53.55  | 54.89  | 56.26  | 57.67  | 59.11  | 60.59  | 62.10  | 63.65  | 65.24  | 67.53  |
| <b>Emerg. Medical Svs Manager</b> |       |       |       |        |        |        |        |        |        |        |        |        |        |
| Monthly Base Rate                 | 6,255 | 6,411 | 6,572 | 6,736  | 6,904  | 7,077  | 7,254  | 7,435  | 7,621  | 7,812  | 8,007  | 8,207  | 8,494  |
| Hourly                            | 36.09 | 36.99 | 37.91 | 38.86  | 39.83  | 40.83  | 41.85  | 42.90  | 43.97  | 45.07  | 46.19  | 47.35  | 49.01  |

(1) These wages are approved retroactively to Pay Period #14 06/23/18 to 07/06/18 the first pay period of FY 2018-2019.

(2) Captain-40 Hour wage approved retroactively to January 2013 on April 19, 2016.

**APPLE VALLEY FIRE PROTECTION DISTRICT  
WAGE SCHEDULE**

**POST THROUGH  
12/31/2018**

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| <b>REGULAR POSITIONS</b>          | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> | <b>F</b> | <b>G</b> | <b>H</b> | <b>I</b> | <b>J</b> | <b>K</b> | <b>L</b> | <b>M</b> |
|-----------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| <b>Emergency Services Manager</b> |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 6,255    | 6,411    | 6,572    | 6,736    | 6,904    | 7,077    | 7,254    | 7,435    | 7,621    | 7,812    | 8,007    | 8,207    | 8,494    |
| Hourly                            | 36.09    | 36.99    | 37.91    | 38.86    | 39.83    | 40.83    | 41.85    | 42.90    | 43.97    | 45.07    | 46.19    | 47.35    | 49.01    |
| <b>Emergency Services Officer</b> |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 4,767    | 4,886    | 5,008    | 5,134    | 5,262    | 5,393    | 5,528    | 5,666    | 5,808    | 5,953    | 6,102    | 6,255    | 6,474    |
| Hourly                            | 27.50    | 28.19    | 28.89    | 29.62    | 30.36    | 31.12    | 31.89    | 32.69    | 33.51    | 34.35    | 35.20    | 36.08    | 37.35    |
| <b>Engineer</b>                   |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 5,367    | 5,501    | 5,639    | 5,780    | 5,924    | 6,072    | 6,224    | 6,380    | 6,539    | 6,703    | 6,870    | 7,042    | 7,288    |
| Hourly                            | 22.12    | 22.67    | 23.24    | 23.82    | 24.41    | 25.02    | 25.65    | 26.29    | 26.95    | 27.62    | 28.31    | 29.02    | 30.03    |
| <b>Engineer - 40 Hour</b>         |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 5,509    | 5,647    | 5,788    | 5,933    | 6,081    | 6,233    | 6,389    | 6,548    | 6,712    | 6,880    | 7,052    | 7,228    | 7,481    |
| Hourly                            | 31.78    | 32.58    | 33.39    | 34.23    | 35.08    | 35.96    | 36.86    | 37.78    | 38.72    | 39.69    | 40.68    | 41.70    | 43.16    |
| <b>Finance Officer</b>            |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 8,248    | 8,454    | 8,666    | 8,882    | 9,104    | 9,332    | 9,565    | 9,804    | 10,049   | 10,301   | 10,558   | 10,822   | 11,201   |
| Hourly                            | 47.58    | 48.77    | 49.99    | 51.24    | 52.52    | 53.84    | 55.18    | 56.56    | 57.98    | 59.43    | 60.91    | 62.44    | 64.62    |
| <b>Fire Chief</b>                 |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 10,669   | 10,936   | 11,209   | 11,489   | 11,777   | 12,071   | 12,373   | 12,682   | 12,999   | 13,324   | 13,657   | 13,999   | 14,489   |
| Hourly                            | 61.55    | 63.09    | 64.67    | 66.28    | 67.94    | 69.64    | 71.38    | 73.17    | 75.00    | 76.87    | 78.79    | 77.28    | 83.59    |
| <b>Fire Inspector I</b>           |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 3,925    | 4,023    | 4,124    | 4,227    | 4,332    | 4,441    | 4,552    | 4,666    | 4,782    | 4,902    | 5,024    | 5,150    | 5,330    |
| Hourly                            | 22.64    | 23.21    | 23.79    | 24.39    | 24.99    | 25.62    | 26.26    | 26.92    | 27.59    | 28.28    | 28.99    | 29.71    | 30.75    |
| <b>Fire Inspector II</b>          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 4,317    | 4,425    | 4,536    | 4,649    | 4,765    | 4,884    | 5,006    | 5,132    | 5,260    | 5,391    | 5,526    | 5,664    | 5,863    |
| Hourly                            | 24.91    | 25.53    | 26.17    | 26.82    | 27.49    | 28.18    | 28.88    | 29.61    | 30.35    | 31.10    | 31.88    | 32.68    | 33.82    |
| <b>Fire Marshal</b>               |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 7,621    | 7,812    | 8,007    | 8,207    | 8,412    | 8,622    | 8,838    | 9,059    | 9,285    | 9,518    | 9,756    | 9,999    | 10,349   |
| Hourly                            | 43.97    | 45.07    | 46.19    | 47.35    | 48.53    | 49.74    | 50.99    | 52.26    | 53.57    | 54.91    | 56.28    | 57.69    | 59.71    |

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12/31/2018

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| REGULAR POSITIONS                 | A     | B     | C            | D     | E     | F            | G     | H     | I     | J     | K     | L     | M     |
|-----------------------------------|-------|-------|--------------|-------|-------|--------------|-------|-------|-------|-------|-------|-------|-------|
| <b>Fire Mechanic I</b>            |       |       |              |       |       |              |       |       |       |       |       |       |       |
| Monthly Base Rate                 | 4,017 | 4,117 | 4,220        | 4,326 | 4,434 | 4,545        | 4,658 | 4,775 | 4,894 | 5,017 | 5,142 | 5,271 | 5,455 |
| Hourly                            | 23.18 | 23.75 | <b>24.35</b> | 24.96 | 25.58 | 26.22        | 26.88 | 27.55 | 28.24 | 28.94 | 29.67 | 30.41 | 31.47 |
| <b>Fire Mechanic II</b>           |       |       |              |       |       |              |       |       |       |       |       |       |       |
| Monthly Base Rate                 | 4,580 | 4,695 | 4,812        | 4,932 | 5,055 | 5,182        | 5,311 | 5,444 | 5,580 | 5,720 | 5,863 | 6,009 | 6,220 |
| Hourly                            | 26.42 | 27.08 | 27.76        | 28.45 | 29.17 | 29.90        | 30.64 | 31.41 | 32.19 | 33.00 | 33.82 | 34.67 | 35.88 |
| <b>Fire Protection Specialist</b> |       |       |              |       |       |              |       |       |       |       |       |       |       |
| Monthly Base Rate                 | 5,171 | 5,300 | 5,433        | 5,569 | 5,708 | 5,851        | 5,997 | 6,147 | 6,300 | 6,458 | 6,619 | 6,785 | 7,022 |
| Hourly                            | 29.83 | 30.58 | 31.34        | 32.13 | 32.93 | 33.75        | 34.60 | 35.46 | 36.35 | 37.26 | 38.19 | 39.14 | 40.51 |
| <b>Firefighter</b>                |       |       |              |       |       |              |       |       |       |       |       |       |       |
| Monthly Base Rate                 | 4,753 | 4,872 | 4,994        | 5,118 | 5,246 | 5,378        | 5,512 | 5,650 | 5,791 | 5,936 | 6,084 | 6,236 | 6,455 |
| Hourly                            | 19.59 | 20.08 | 20.58        | 21.09 | 21.62 | 22.16        | 22.71 | 23.28 | 23.86 | 24.46 | 25.07 | 25.70 | 26.60 |
| <b>Firefighter-40 Hour</b>        |       |       |              |       |       |              |       |       |       |       |       |       |       |
| Monthly Base Rate                 | 4,879 | 5,001 | 5,126        | 5,254 | 5,386 | 5,520        | 5,658 | 5,800 | 5,945 | 6,093 | 6,246 | 6,402 | 6,626 |
| Hourly                            | 28.15 | 28.85 | 29.57        | 30.31 | 31.07 | 31.85        | 32.64 | 33.46 | 34.30 | 35.15 | 36.03 | 36.93 | 38.23 |
| <b>Fleet Services Manager</b>     |       |       |              |       |       |              |       |       |       |       |       |       |       |
| Monthly Base Rate                 | 6,255 | 6,411 | 6,572        | 6,736 | 6,904 | 7,077        | 7,254 | 7,435 | 7,621 | 7,812 | 8,007 | 8,207 | 8,494 |
| Hourly                            | 36.09 | 36.99 | 37.91        | 38.86 | 39.83 | <b>40.83</b> | 41.85 | 42.90 | 43.97 | 45.07 | 46.19 | 47.35 | 49.01 |
| <b>Inspector</b>                  |       |       |              |       |       |              |       |       |       |       |       |       |       |
| Monthly Base Rate                 | 3,610 | 3,700 | 3,793        | 3,888 | 3,985 | 4,084        | 4,186 | 4,291 | 4,398 | 4,508 | 4,621 | 4,737 | 4,902 |
| Hourly                            | 20.83 | 21.35 | 21.88        | 22.43 | 22.99 | 23.56        | 24.15 | 24.76 | 25.38 | 26.01 | 26.66 | 27.33 | 28.28 |
| <b>Receptionist</b>               |       |       |              |       |       |              |       |       |       |       |       |       |       |
| Monthly Base Rate                 | 3,017 | 3,092 | 3,170        | 3,249 | 3,330 | 3,413        | 3,499 | 3,586 | 3,676 | 3,768 | 3,862 | 3,959 | 4,097 |
| Hourly                            | 17.41 | 17.84 | 18.29        | 18.74 | 19.21 | 19.69        | 20.19 | 20.69 | 21.21 | 21.74 | 22.28 | 22.84 | 23.64 |
| <b>Secretary I</b>                |       |       |              |       |       |              |       |       |       |       |       |       |       |
| Monthly Base Rate                 | 3,610 | 3,700 | 3,793        | 3,888 | 3,985 | 4,084        | 4,186 | 4,291 | 4,398 | 4,508 | 4,621 | 4,737 | 4,902 |
| Hourly                            | 20.83 | 21.35 | 21.88        | 22.43 | 22.99 | 23.56        | 24.15 | 24.76 | 25.38 | 26.01 | 26.66 | 27.33 | 28.28 |
|                                   |       |       |              |       |       |              |       |       |       |       |       |       |       |
|                                   |       |       |              |       |       |              |       |       |       |       |       |       |       |

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(2) Captain-40 Hour wage approved retroactively to January 2013 on April 19, 2016.

# APPLE VALLEY FIRE PROTECTION DISTRICT

## WAGE SCHEDULE

**POST THROUGH**  
**12/31/2018**

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| REGULAR POSITIONS   | A     | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L     | M     |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| <b>Secretary II</b> |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Monthly Base Rate   | 3,982 | 4,082 | 4,184 | 4,288 | 4,395 | 4,505 | 4,618 | 4,733 | 4,852 | 4,973 | 5,097 | 5,225 | 5,408 |
| Hourly              | 22.97 | 23.55 | 24.14 | 24.74 | 25.36 | 25.99 | 26.64 | 27.31 | 27.99 | 28.69 | 29.41 | 30.14 | 31.20 |

| LIMITED TERM POSITIONS | RANGE          |
|------------------------|----------------|
| Firefighter            | 11.00-16.00/HR |
| Fire Mechanic          | 11.00-16.00/HR |
| PAID-CALL POSITIONS    | RATE           |
| Call Firefighter       | 11.00/HR       |
| Call Lieutenant        | 11.75/HR       |

| SPECIALIZED SKILL PAY              | RATE       | ELIGIBLE POSITIONS               |
|------------------------------------|------------|----------------------------------|
| Paramedic (Call Rate)              | \$13.50/HR | Call Positions                   |
| Paramedic (Shift Rate)             | \$13.50/HR | Call Positions & Limited Term FF |
| Paramedic Base (Full Time Regular) | 550.00/MO  | Capt, Eng, FF, EMSM              |

| PART-TIME POSITIONS         | RANGE          |
|-----------------------------|----------------|
| Accounting Technician       | 14.00-20.00/HR |
| Admin/FLS Clerk             | 11.00-16.00/HR |
| Custodian                   | 11.00-16.00/HR |
| Fire Inspector              | 11.00-16.00/HR |
| Fire Mechanic               | 11.00-16.00/HR |
| Hydrant Technician          | 11.00-16.00/HR |
| Public Education Specialist | 11.00-16.00/HR |
| Shop/Staff Assistant        | 11.00-16.00/HR |
| Training Specialist         | 18.00-30.00/HR |

| RESERVE (UNPAID) POSITIONS     | RATE |
|--------------------------------|------|
| Reserve Fire Mechanic          | 0.00 |
| Reserve Fire Inspector-Haz Mat | 0.00 |

**NOTE 1:** The Monthly Base Rate is the base from which the Hourly Rates are calculated. The formula for the calculation of the Hourly Rates for Battalion Chief, Captain, Engineer, and Firefighter is (MONTHLY RATE X 12)/2,912 hours. The formula for all other Regular Non-Safety Positions is (MONTHLY RATE X 12)/2,080 hours. The 40-hour Battalion Chief, Captain, Engineer and Firefighter positions include 6 hours of FLSA.

**NOTE 2:** For those full time safety personnel qualified to have PARAMEDIC SPECIALIZED SKILL PAY, their hourly pay rate is calculated as follows:  

$$[(\text{APPLICABLE REGULAR POSITION MONTHLY BASE RATE} + \text{PARAMEDIC BASE MONTHLY RATE}) \times 12] / 2,912 \text{ hours} = \text{HOURLY RATE}$$

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