

**APPLE VALLEY FIRE PROTECTION DISTRICT**

**WAGE SCHEDULE**

**EFFECTIVE DECEMBER 21, 2019**

| <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>Accounting Technician</b>      |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 3,718    | 3,811    | 3,907    | 4,004    | 4,104    | 4,207    | 4,312    | 4,420    | 4,530    | 4,644    | 4,760    | 4,879    | 5,049    |
| Hourly                            | 21.45    | 21.99    | 22.54    | 23.10    | 23.68    | 24.27    | 24.88    | 25.50    | 26.14    | 26.79    | 27.46    | 28.15    | 29.13    |
| <b>Admin Services Manager</b>     |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 6,443    | 6,604    | 6,769    | 6,938    | 7,111    | 7,289    | 7,471    | 7,658    | 7,850    | 8,046    | 8,247    | 8,453    | 8,749    |
| Hourly                            | 37.17    | 38.10    | 39.05    | 40.03    | 41.03    | 42.05    | 43.10    | 44.18    | 45.29    | 46.42    | 47.58    | 48.77    | 50.48    |
| <b>Battalion Chief</b>            |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 7,850    | 8,046    | 8,247    | 8,453    | 8,665    | 8,881    | 9,103    | 9,331    | 9,564    | 9,803    | 10,048   | 10,299   | 10,660   |
| Hourly                            | 32.35    | 33.16    | 33.98    | 34.83    | 35.71    | 36.60    | 37.51    | 38.45    | 39.41    | 40.40    | 41.41    | 42.44    | 43.93    |
| <b>Battalion Chief - 40 Hour</b>  |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 8,060    | 8,261    | 8,468    | 8,679    | 8,896    | 9,119    | 9,347    | 9,581    | 9,820    | 10,066   | 10,317   | 10,575   | 10,945   |
| Hourly                            | 46.50    | 47.66    | 48.85    | 50.07    | 51.33    | 52.61    | 53.92    | 55.27    | 56.65    | 58.07    | 59.52    | 61.01    | 63.15    |
| <b>Captain</b>                    |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 6,577    | 6,741    | 6,909    | 7,082    | 7,259    | 7,441    | 7,627    | 7,817    | 8,013    | 8,213    | 8,419    | 8,629    | 8,931    |
| Hourly                            | 27.10    | 27.78    | 28.47    | 29.18    | 29.91    | 30.66    | 31.43    | 32.21    | 33.02    | 33.85    | 34.69    | 35.56    | 36.80    |
| <b>Captain - 40 Hour (1)</b>      |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 6,753    | 6,921    | 7,095    | 7,272    | 7,454    | 7,640    | 7,831    | 8,027    | 8,227    | 8,433    | 8,644    | 8,860    | 9,170    |
| Hourly                            | 38.96    | 39.93    | 40.93    | 41.95    | 43.00    | 44.08    | 45.18    | 46.31    | 47.47    | 48.65    | 49.87    | 51.12    | 52.91    |
| <b>Deputy Chief</b>               |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 9,765    | 10,010   | 10,260   | 10,516   | 10,779   | 11,049   | 11,325   | 11,608   | 11,898   | 12,196   | 12,501   | 12,813   | 13,262   |
| Hourly                            | 56.34    | 57.75    | 59.19    | 60.67    | 62.19    | 63.74    | 65.34    | 66.97    | 68.64    | 70.36    | 72.12    | 73.92    | 76.51    |
| <b>Deputy Fire Marshal</b>        |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 6,577    | 6,741    | 6,909    | 7,082    | 7,259    | 7,441    | 7,627    | 7,817    | 8,013    | 8,213    | 8,419    | 8,629    | 8,931    |
| Hourly                            | 37.94    | 38.89    | 39.86    | 40.86    | 41.88    | 42.93    | 44.00    | 45.10    | 46.23    | 47.38    | 48.57    | 49.78    | 51.53    |
| <b>Division Chief</b>             |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 8,878    | 9,100    | 9,327    | 9,560    | 9,799    | 10,044   | 10,295   | 10,553   | 10,816   | 11,087   | 11,364   | 11,648   | 12,056   |
| Hourly                            | 51.22    | 52.50    | 53.81    | 55.15    | 56.53    | 57.95    | 59.40    | 60.88    | 62.40    | 63.96    | 65.56    | 67.20    | 69.55    |
| <b>Emerg. Medical Svs Manager</b> |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 6,443    | 6,604    | 6,769    | 6,938    | 7,111    | 7,289    | 7,471    | 7,658    | 7,850    | 8,046    | 8,247    | 8,453    | 8,749    |
| Hourly                            | 37.17    | 38.10    | 39.05    | 40.03    | 41.03    | 42.05    | 43.10    | 44.18    | 45.29    | 46.42    | 47.58    | 48.77    | 50.48    |
| <b>Emergency Services Manager</b> |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 6,443    | 6,604    | 6,769    | 6,938    | 7,111    | 7,289    | 7,471    | 7,658    | 7,850    | 8,046    | 8,247    | 8,453    | 8,749    |
| Hourly                            | 37.17    | 38.10    | 39.05    | 40.03    | 41.03    | 42.05    | 43.10    | 44.18    | 45.29    | 46.42    | 47.58    | 48.77    | 50.48    |
| <b>Emergency Services Officer</b> |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 4,910    | 5,033    | 5,159    | 5,288    | 5,420    | 5,555    | 5,694    | 5,836    | 5,982    | 6,132    | 6,285    | 6,442    | 6,668    |
| Hourly                            | 28.33    | 29.04    | 29.76    | 30.51    | 31.27    | 32.05    | 32.85    | 33.67    | 34.51    | 35.38    | 36.26    | 37.17    | 38.47    |
| <b>Engineer</b>                   |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 5,528    | 5,666    | 5,808    | 5,953    | 6,102    | 6,254    | 6,411    | 6,571    | 6,735    | 6,904    | 7,076    | 7,253    | 7,507    |
| Hourly                            | 22.78    | 23.35    | 23.93    | 24.53    | 25.15    | 25.77    | 26.42    | 27.08    | 27.76    | 28.45    | 29.16    | 29.89    | 30.94    |

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

**APPLE VALLEY FIRE PROTECTION DISTRICT**  
**WAGE SCHEDULE**  
**EFFECTIVE DECEMBER 21, 2019**

| <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>Engineer - 40 Hour</b>         |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 5,674    | 5,816    | 5,962        | 6,111    | 6,263    | 6,420        | 6,580    | 6,745    | 6,914    | 7,086    | 7,264    | 7,445    | 7,706    |
| Hourly                            | 32.74    | 33.55    | 34.39        | 35.25    | 36.13    | 37.04        | 37.96    | 38.91    | 39.89    | 40.88    | 41.91    | 42.95    | 44.46    |
| <b>Finance Officer</b>            |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 8,878    | 9,100    | 9,327        | 9,560    | 9,799    | 10,044       | 10,295   | 10,553   | 10,816   | 11,087   | 11,364   | 11,648   | 12,056   |
| Hourly                            | 51.22    | 52.50    | 53.81        | 55.15    | 56.53    | 57.95        | 59.40    | 60.88    | 62.40    | 63.96    | 65.56    | 67.20    | 69.55    |
| <b>Fire Chief</b>                 |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 10,989   | 11,264   | 11,545       | 11,834   | 12,130   | 12,433       | 12,744   | 13,063   | 13,389   | 13,724   | 14,067   | 14,419   | 14,923   |
| Hourly                            | 63.40    | 64.98    | 66.61        | 68.27    | 69.98    | 71.73        | 73.52    | 75.36    | 77.24    | 79.18    | 81.16    | 77.28    | 86.10    |
| <b>Fire Inspector I</b>           |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 4,043    | 4,144    | 4,247        | 4,354    | 4,462    | 4,574        | 4,688    | 4,806    | 4,926    | 5,049    | 5,175    | 5,304    | 5,490    |
| Hourly                            | 23.32    | 23.91    | 24.50        | 25.12    | 25.74    | 26.39        | 27.05    | 27.72    | 28.42    | 29.13    | 29.86    | 30.60    | 31.67    |
| <b>Fire Inspector II</b>          |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 4,447    | 4,558    | 4,672        | 4,788    | 4,908    | 5,031        | 5,157    | 5,286    | 5,418    | 5,553    | 5,692    | 5,834    | 6,038    |
| Hourly                            | 25.65    | 26.29    | 26.95        | 27.63    | 28.32    | 29.02        | 29.75    | 30.49    | 31.26    | 32.04    | 32.84    | 33.66    | 34.84    |
| <b>Fire Marshal</b>               |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 7,850    | 8,046    | 8,247        | 8,453    | 8,665    | 8,881        | 9,103    | 9,331    | 9,564    | 9,803    | 10,048   | 10,299   | 10,660   |
| Hourly                            | 45.29    | 46.42    | 47.58        | 48.77    | 49.99    | 51.24        | 52.52    | 53.83    | 55.18    | 56.56    | 57.97    | 59.42    | 61.50    |
| <b>Fire Mechanic I</b>            |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 4,138    | 4,241    | 4,347        | 4,456    | 4,567    | 4,681        | 4,798    | 4,918    | 5,041    | 5,167    | 5,296    | 5,429    | 5,619    |
| Hourly                            | 23.87    | 24.47    | <b>25.08</b> | 25.71    | 26.35    | 27.01        | 27.68    | 28.37    | 29.08    | 29.81    | 30.56    | 31.32    | 32.42    |
| <b>Fire Mechanic II</b>           |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 4,717    | 4,835    | 4,956        | 5,080    | 5,207    | 5,337        | 5,471    | 5,608    | 5,748    | 5,891    | 6,039    | 6,190    | 6,406    |
| Hourly                            | 27.22    | 27.90    | 28.59        | 29.31    | 30.04    | 30.79        | 31.56    | 32.35    | 33.16    | 33.99    | 34.84    | 35.71    | 36.96    |
| <b>Fire Protection Specialist</b> |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 5,326    | 5,459    | 5,596        | 5,736    | 5,879    | 6,026        | 6,177    | 6,331    | 6,489    | 6,652    | 6,818    | 6,988    | 7,233    |
| Hourly                            | 30.73    | 31.50    | 32.28        | 33.09    | 33.92    | 34.77        | 35.63    | 36.53    | 37.44    | 38.37    | 39.33    | 40.32    | 41.73    |
| <b>Firefighter</b>                |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 4,896    | 5,018    | 5,143        | 5,272    | 5,404    | 5,539        | 5,677    | 5,819    | 5,965    | 6,114    | 6,267    | 6,423    | 6,648    |
| Hourly                            | 20.17    | 20.68    | 21.20        | 21.73    | 22.27    | 22.83        | 23.40    | 23.98    | 24.58    | 25.19    | 25.82    | 26.47    | 27.40    |
| <b>Firefighter-40 Hour</b>        |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 5,025    | 5,151    | 5,280        | 5,412    | 5,547    | 5,686        | 5,828    | 5,974    | 6,123    | 6,276    | 6,433    | 6,594    | 6,825    |
| Hourly                            | 28.99    | 29.72    | 30.46        | 31.22    | 32.00    | 32.80        | 33.62    | 34.46    | 35.32    | 36.21    | 37.11    | 38.04    | 39.37    |
| <b>Fleet Services Manager</b>     |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 6,443    | 6,604    | 6,769        | 6,938    | 7,111    | 7,289        | 7,471    | 7,658    | 7,850    | 8,046    | 8,247    | 8,453    | 8,749    |
| Hourly                            | 37.17    | 38.10    | 39.05        | 40.03    | 41.03    | <b>42.05</b> | 43.10    | 44.18    | 45.29    | 46.42    | 47.58    | 48.77    | 50.48    |
| <b>Inspector</b>                  |          |          |              |          |          |              |          |          |          |          |          |          |          |
| Monthly Base Rate                 | 3,718    | 3,811    | 3,907        | 4,004    | 4,104    | 4,207        | 4,312    | 4,420    | 4,530    | 4,644    | 4,760    | 4,879    | 5,049    |
| Hourly                            | 21.45    | 21.99    | 22.54        | 23.10    | 23.68    | 24.27        | 24.88    | 25.50    | 26.14    | 26.79    | 27.46    | 28.15    | 29.13    |

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

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**WAGE SCHEDULE**  
**EFFECTIVE DECEMBER 21, 2019**

| REGULAR POSITIONS   | A     | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L     | M     |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| <b>Receptionist</b> |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Monthly Base Rate   | 3,108 | 3,185 | 3,265 | 3,346 | 3,430 | 3,516 | 3,604 | 3,694 | 3,786 | 3,881 | 3,978 | 4,077 | 4,220 |
| Hourly              | 17.93 | 18.38 | 18.84 | 19.31 | 19.79 | 20.28 | 20.79 | 21.31 | 21.84 | 22.39 | 22.95 | 23.52 | 24.35 |
| <b>Secretary I</b>  |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Monthly Base Rate   | 3,718 | 3,811 | 3,907 | 4,004 | 4,104 | 4,207 | 4,312 | 4,420 | 4,530 | 4,644 | 4,760 | 4,879 | 5,049 |
| Hourly              | 21.45 | 21.99 | 22.54 | 23.10 | 23.68 | 24.27 | 24.88 | 25.50 | 26.14 | 26.79 | 27.46 | 28.15 | 29.13 |
| <b>Secretary II</b> |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Monthly Base Rate   | 4,101 | 4,204 | 4,309 | 4,417 | 4,527 | 4,640 | 4,756 | 4,875 | 4,997 | 5,122 | 5,250 | 5,381 | 5,570 |
| Hourly              | 23.66 | 24.25 | 24.86 | 25.48 | 26.12 | 26.77 | 27.44 | 28.13 | 28.83 | 29.55 | 30.29 | 31.05 | 32.13 |

| LIMITED TERM POSITIONS | RANGE          |
|------------------------|----------------|
| Firefighter            | 13.00-18.00/HR |
| Fire Mechanic          | 13.00-18.00/HR |

| SPECIALIZED SKILL PAY              | RATE       | ELIGIBLE POSITIONS  |
|------------------------------------|------------|---------------------|
| Paramedic (Shift Rate)             | \$15.50/HR | Limited Term FF     |
| Paramedic Base (Full Time Regular) | 550.00/MO  | Capt, Eng, FF, EMSM |

| PART-TIME POSITIONS         | RANGE          |
|-----------------------------|----------------|
| Accounting Technician       | 15.00-21.00/HR |
| Admin/FLS Clerk             | 13.00-18.00/HR |
| Custodian                   | 13.00-18.00/HR |
| Fire Inspector              | 13.00-18.00/HR |
| Fire Mechanic               | 13.00-18.00/HR |
| Hydrant Technician          | 13.00-18.00/HR |
| Public Education Specialist | 13.00-18.00/HR |
| Shop/Staff Assistant        | 13.00-18.00/HR |
| Training Specialist         | 20.00-32.00/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:  
 [(APPLICABLE REGULAR POSITION MONTHLY BASE RATE + PARAMEDIC BASE MONTHLY RATE) X 12]/2,912 hours = HOURLY RATE

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