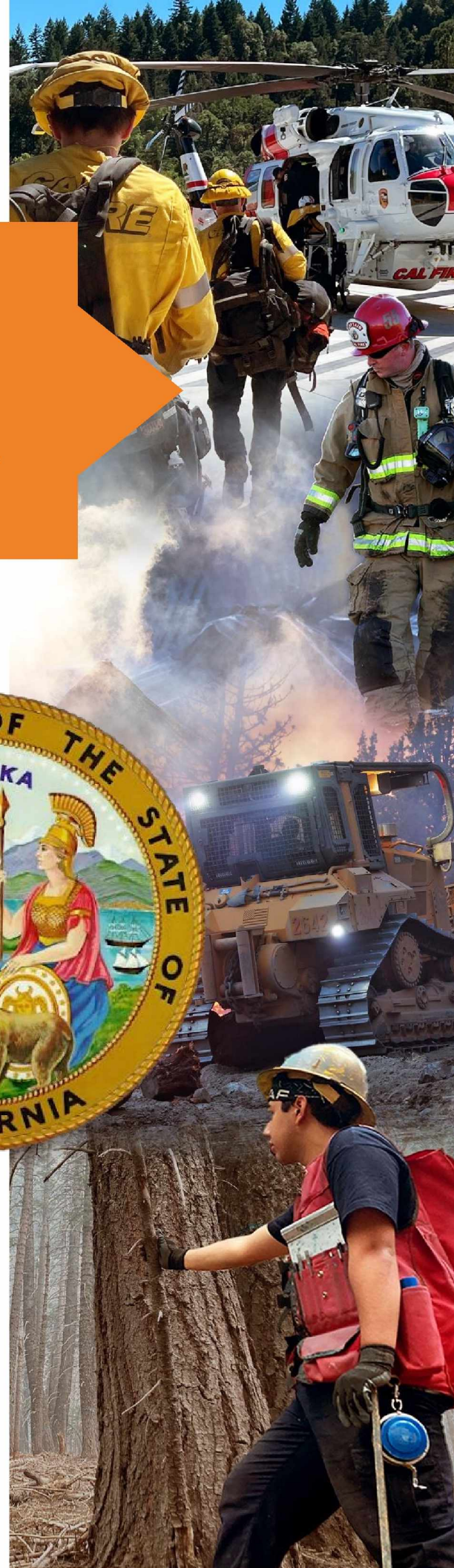


# 2023 California Firefighter Total Compensation Survey

Report to the  
Governor and  
Legislature

Published May 2024



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# Executive Summary

The California Department of Human Resources (CalHR) is required by Government Code section 19827.3 to “take into consideration the salary and benefits of other jurisdictions employing 75 or more full-time firefighters who work in California.” To complete this requirement, CalHR selected four state firefighter classifications as benchmarks in this report. CalHR and the union representing state firefighters, CAL FIRE Local 2881, mutually agreed upon a sample of 20 local fire departments to include in this survey. The data collected allowed CalHR to compare the monthly total compensation, expressed as monthly employer costs for salaries, cash benefits, health and retirement benefits, Extended Duty Week Compensation (sometimes called EDWC or planned overtime), and the value of accrued leave, for state and local firefighters. When comparing total compensation with 20 fire departments across California, the state lagged behind for each benchmark classification.

Table 1: State Classification Lag to Market in 2023

Classification	Total Compensation Lag
Firefighter II	-11.1%
Fire Apparatus Engineer	-12.7%
Fire Captain, Range A	-14.5%
Battalion Chief	-28.6%
<b>Simple Average</b>	<b>-16.7%</b>

The state’s total compensation lag for each benchmark classification has declined since 2020. The simple average lag has declined from 23.6 percent in 2020 to 16.7 percent in 2023.

Table 2: Changes in Total Compensation from 2020 to 2023

Classification	2020 Total Compensation Lag	2023 Total Compensation Lag	Percent Difference
Firefighter II	-15.8%	-11.1%	4.7%
Fire Apparatus Engineer	-18.4%	-12.7%	5.7%
Fire Captain, Range A	-19.6%	-14.5%	5.1%
Battalion Chief	-40.7%	-28.6%	12.1%
<b>Simple Average</b>	<b>-23.6%</b>	<b>-16.7%</b>	<b>6.9%</b>

# Survey Background

The California Department of Forestry and Fire Protection, known as CAL FIRE, is responsible for protecting the state’s wildlands, and also provides urban fire protection for thousands of California residents where it is contracted by local government agencies. CAL FIRE’s jurisdiction extends the length and breadth of the state, and the heart of its emergency response and resource protection capability is its full-time fire professionals, foresters, administrative employees, and seasonal firefighters. CAL FIRE also coordinates the work of thousands of local firefighters.<sup>1</sup>

To ensure the recruitment and retention of qualified firefighters, Government Code section 19827.3 requires CalHR to “consider prevailing salaries and benefits” of local fire departments in California employing 75 or more full-time firefighters. This total compensation report compares the monthly total compensation for state firefighter classifications with 20 local fire departments allows CalHR to fulfill this requirement.

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<sup>1</sup> CAL FIRE Strategic Plan: <https://www.fire.ca.gov/about/cal-fire-strategic-plan-2024>

# Survey Methodology

CAL FIRE Local 2881 identified 68 fire departments in California with 75 firefighters or more, which CalHR verified. At CalHR's recommendation, the five fire departments with the highest base salaries, and the five fire departments with the lowest base salaries, were removed from the list. Then 20 departments were randomly selected to be surveyed. The names of the local fire departments selected appear below:

- Bakersfield City
- Chula Vista City
- Corona City
- Escondido City
- Fullerton City
- Hayward City
- Huntington Beach
- Livermore-Pleasanton FD
- Los Angeles County
- Milpitas City
- Novato Fire District
- Ontario City
- Oxnard City
- Rialto City
- Roseville City
- San Mateo Consolidated FD
- Santa Monica City
- Stockton City
- Torrance City
- Ventura County

Four benchmark classifications were agreed upon to represent a cross-section of firefighting classifications at CAL FIRE for this report:

- Firefighter II
- Fire Apparatus Engineer
- Fire Captain
- Fire Battalion Chief

CalHR developed a survey instrument with detailed questions for this report and sent it to each jurisdiction's human resources department. Many questions in the survey instrument focused on monthly salary, cash benefits, and employee benefits, (such as retirement contribution practices, EDWC, health, dental and vision insurance contributions, hours worked, and leave practices).<sup>2</sup> Information for each classification was requested separately.

Once the initial data collection was completed, CalHR then contacted each jurisdiction to verify the information used in the total compensation calculations.<sup>3</sup>

Salary and benefit information collected was effective July 2023.

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<sup>2</sup> See Glossary on page 20 for more details about compensation elements.

<sup>3</sup> Fifteen jurisdictions verified their information; five jurisdictions did not: Fullerton, Livermore-Pleasanton, Rialto, Santa Monica, and Torrance. However, all information used for this report was obtained from public websites.

# Survey Findings

## Comparing Base Pay Only

When comparing maximum base pay, the salaries of the state benchmark classifications lagged an average of 87.5 percent behind the surveyed fire departments. Table 3, below, shows a dollar value and a corresponding percentage lag for the four benchmark classifications.

Table 3: Comparing Monthly Base Pay Only

Classification	State Max Salary	Survey Avg. Max Salary	State Salary Lag
Firefighter II	\$5,155	\$8,947	-73.6%
Fire Apparatus Engineer	\$5,718	\$10,291	-80.0%
Fire Captain, Range A	\$6,416	\$11,883	-85.2%
Battalion Chief	\$7,447	\$15,730	-111.2%
	<b>Simple Average</b>		<b>-87.5%</b>

Note: Dollars are rounded.



## Comparing Total Compensation

As used in this report, total compensation is defined as the employer’s cost for salaries and benefits. The maximum salary of each benchmark classification is combined with the following benefits to calculate total compensation:

- Extended Duty Week Compensation (EDWC or otherwise known as planned overtime)
- Education Pay
- EMT/Paramedic Pay
- Hazmat Pay
- Longevity Pay
- Uniform Allowance
- Bilingual Pay
- Employer contributions to pension and/or deferred compensation plans
- Employer contributions to health, dental, and vision plans
- Value of accrued leave

Table 4, below, compares total compensation for state firefighters and local firefighters.

Table 4: Comparing Monthly Total Compensation

Classification	State Total Comp	Survey Avg. Total Comp	State Total Comp Lag
Firefighter II	\$19,351	\$21,508	-11.1%
Fire Apparatus Engineer	\$20,990	\$23,652	-12.7%
Fire Captain, Range A	\$23,801	\$27,262	-14.5%
Battalion Chief	\$25,018	\$32,176	-28.6%
	<b>Simple Average</b>		<b>-16.7%</b>

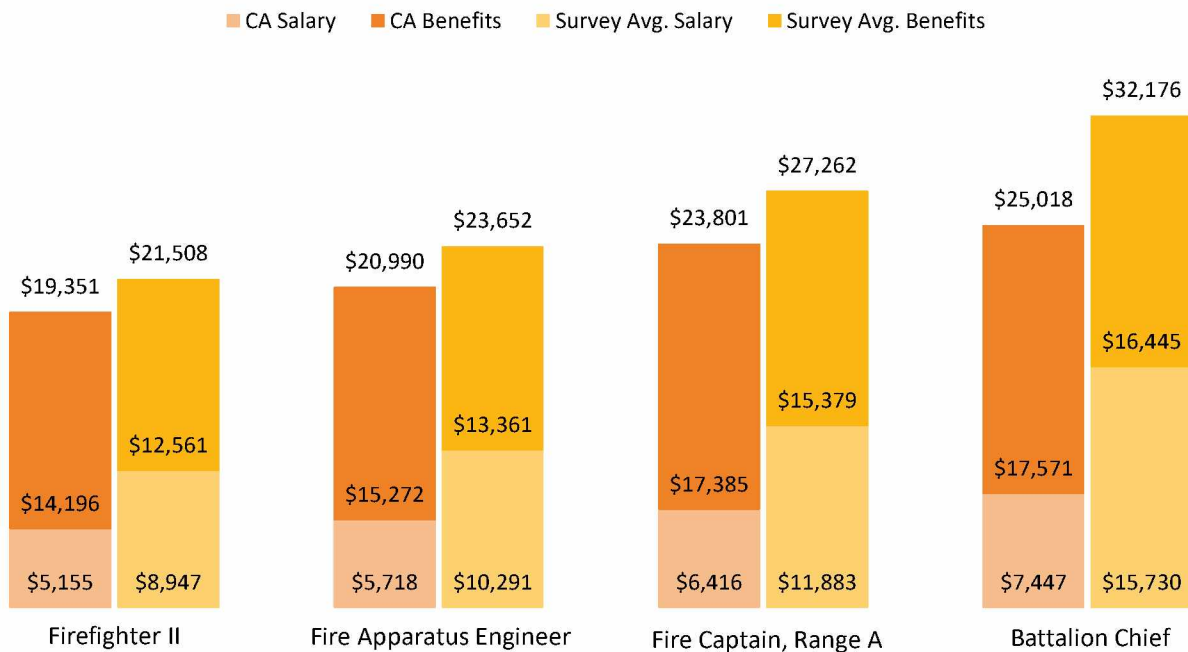
Note: Dollars are rounded. See Attachment A, pages 22-25, for more details.



## Summary of Total Compensation

The chart below compares the value of pay and benefits for the state and the survey average for each classification. State compensation is represented in the orange bars, and local fire departments in yellow bars. The chart compares the monthly costs of compensation for employers. It does not include the employer's costs for unplanned overtime for state or local firefighters, nor does it include the costs for providing retiree health.<sup>4</sup>

Chart 1: Monthly Total Compensation Comparison



Note: Dollars are rounded.

<sup>4</sup> See pages 16-17 for a separate comparison of employer costs for retiree health.

## Extended Duty Week Compensation (EDWC)

The federal Fair Labor Standards Act (FLSA) allows employers to set “work periods” for firefighters that exceed the traditional 40-hour workweek. The work period must be at least seven consecutive workdays; it may extend up to a maximum of 28 consecutive workdays. The table below shows the maximum duty hours for each work period after which the employee is entitled to FLSA overtime pay. The same federal regulations also cover local firefighters.

Table 5: FLSA Maximum Duty Hours by Work Period

Consecutive-Day Work Period	Maximum Duty Hours Before Overtime Begins
28	212
27	204
26	197
25	189
24	182
23	174
22	167
21	159
20	151
19	144
18	136
17	129
16	121
15	114
14	106
13	98
12	91
11	83
10	76
9	68
8	61
7	53

\* Source: US Department of Labor, Fair Labor Standards Act, Title 29, Chapter V, Code of Federal Regulations, Part 553, Sub Part 553.230 <https://www.ecfr.gov/current/title-29/subtitle-B/chapter-V/subchapter-A/part-553>

Both state and local firefighters work 24-hour shifts, but state firefighters are scheduled to work more days of the year (156 days compared to 121 days for the local fire departments in the survey). Consequently, state firefighters are working hours of planned overtime because they are working more days than their peers in local government.

On average, state firefighters are currently scheduled to work 82.3 hours of EDWC every month. Out of the 20 local fire departments surveyed for this report, 19 have scheduled EDWC hours which are not included in their base pay. In Table 6, on the following page, we compare EDWC pay. This report does not include a comparison of pay for unplanned overtime between state and local firefighters.

Table 6: Comparing EDWC by Fire Department

Fire Department	Mo. EDWC Pay Fire Fighter II	Mo. EDWC Pay Fire App. Engineer	Mo. EDWC Pay Fire Captain (A)	Mo. EDWC Pay Battalion Chief
<b>CAL FIRE</b>	<b>\$3,452</b>	<b>\$3,779</b>	<b>\$4,283</b>	<b>\$4,503</b>
Bakersfield	\$583	\$644	\$770	\$0
Chula Vista	\$692	\$774	\$884	\$1,059
Corona	\$817	\$855	\$1,049	\$1,318
Escondido	\$795	\$850	\$1,035	\$0
Fullerton	\$758	\$860	\$994	\$0
Hayward <sup>5</sup>	\$0	\$0	\$0	\$0
Huntington Beach	\$804	\$1,036	\$1,211	\$1,399
Livermore-Pleasanton	\$1,026	\$1,107	\$1,237	\$0
Los Angeles County	\$838	\$984	\$1,217	\$1,497
Milpitas	\$1,066	\$1,139	\$1,185	\$0
Novato <sup>6</sup>	\$0	\$0	\$0	\$0
Ontario	\$989	\$1,132	\$1,247	\$1,561
Oxnard	\$768	\$873	\$1,028	\$0
Rialto	\$714	\$852	\$998	\$0
Roseville	\$836	\$917	\$1,003	\$0
San Mateo	-	\$945	\$1,119	\$0
Santa Monica	\$1,015	\$1,104	\$1,324	\$1,700
Stockton	\$378	\$422	\$487	\$581
Torrance	\$950	\$937	\$1,127	\$0
Ventura County	\$947	\$1,049	\$1,191	\$0
<b>Survey Average:</b>	<b>\$736</b>	<b>\$824</b>	<b>\$955</b>	<b>\$456</b>
<b>State Lead/Lag:</b>	<b>78.7%</b>	<b>78.2%</b>	<b>77.7%</b>	<b>89.9%</b>

See Attachment A for more details. Dollars are rounded.

<sup>5</sup> Hayward compensates firefighters with compensatory time off in-lieu of EDWC pay. We account for the value of this time off in our value of accrued leave calculation.

<sup>6</sup> Novato was the only jurisdiction to confirm that they roll their EDWC pay into base pay.

## Employer Contributions to Retirement and Health

For the purposes of this report, we compared employer contributions to retirement for “classic” employees – firefighters hired prior to January 1, 2013, and typically enrolled in the three percent at 50 retirement plan.<sup>7</sup> The following components are included in the firefighter’s retirement benefits: the net employer contribution towards retirement and the employer’s maximum contribution to a deferred compensation retirement savings plan.<sup>8</sup> To find the value of employer contributions to health benefits, we combined the employer contributions to a cafeteria plan (a plan that permits employees to receive certain benefits), as well as health, dental, and vision premiums.<sup>9</sup>

Table 7, on the following page, compares the employer contributions to retirement as well as health benefits for the state and local fire departments.

Although employer retirement contribution rates do not always affect the take-home pay or the ultimate retirement benefit for the employee, they typically reflect a substantial portion of the employer’s cost for employee benefits.

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<sup>7</sup> A majority of state firefighters were hired before January 1, 2013.

<sup>8</sup> The Net Contribution to Retirement is the employer’s contribution to retirement after adding the amount that the employer may pay towards the employee’s retirement contribution and subtracting the amount that employees may pay towards the employer’s contribution. For example, CalPERS classic members of the Huntington Beach Firefighters Association paid four percent of their compensation earnable towards the city of Huntington Beach’s employer contribution as part of a cost-sharing agreement. This effectively reduces the Net Contribution to Retirement for Huntington Beach by four percent.

<sup>9</sup> For this report we included the maximum contributions by employers for health, dental, and vision for a family plan [member + dependents].

Table 7: Comparing Employer Contributions to Retirement and Health Benefits

Classification	Retirement Benefits (Monthly Employer Contribution)	Health Benefits (Monthly Employer Contribution)	Combined Retirement and Health Benefits	State Lead/Lag of Combined Retirement and Health
Fire Fighter II (Survey)	\$5,815	\$2,035	\$7,850	
Fire Fighter II (State)	\$4,934	\$1,931	\$6,864	-14.4%
Fire Apparatus Engineer (Survey)	\$6,255	\$2,084	\$8,338	
Fire Apparatus Engineer (State)	\$5,402	\$1,931	\$7,332	-13.7%
Fire Captain (Survey)	\$7,210	\$2,084	\$9,293	
Fire Captain, Range A (State)	\$6,122	\$1,931	\$8,052	-15.4%
Battalion Chief (Survey)	\$8,505	\$2,153	\$10,657	
Battalion Chief (State)	\$6,436	\$1,931	\$8,367	-27.4%

Note: Dollars are rounded in the table.

## **CalPERS Retirement Plans**

Seventeen of 20 local fire departments included in this survey participate in a California Public Employees' Retirement System (CalPERS) retirement plan. This group includes the Livermore-Pleasanton Fire Department, the San Mateo Consolidated Fire Department, and the cities of Bakersfield, Chula Vista, Corona, Escondido, Fullerton, Hayward, Huntington Beach, Milpitas, Ontario, Oxnard, Rialto, Roseville, Santa Monica, Stockton, and Torrance.

On average, the 17 employers participating in CalPERS plans contributed a net between 47.15 and 48.44 percent of the employees' monthly compensation to retirement. By contrast, the state's contribution rate used in this report was 50 percent.<sup>10 11</sup>

## **1937 County Employee Retirement Plans**

The three remaining fire departments in the survey participate in a local retirement system allowed under provisions of the County Employees Retirement Law of 1937. Under this law, California counties may establish their own retirement systems, which are independently managed and operated separately from CalPERS. The three fire departments in this survey that participate in such a plan are: Los Angeles County (Los Angeles County Employees Retirement Association), Novato Fire District (Marin County Employees Retirement Association) and Ventura County (Ventura County Employees Retirement Association).

Of these three, the Novato Fire District contributed the highest percentage of compensation, at 47.1 percent.

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<sup>10</sup> The net rate slightly differed by classification. Firefighter II was 48.44%, Fire Apparatus Engineer and Fire Captain was 47.15%, and Fire Battalion Chief was 47.22%.

<sup>11</sup> Required Employer Contribution before applying advanced payment of the unfunded liability by the state of California. Source: <https://www.calpers.ca.gov/page/employers/policies-and-procedures/circular-letters/200-020-23>



## Comparing the Value of Accrued Leave

Monthly vacation, sick, and holiday leave accrual rates were collected from each jurisdiction and compared to the leave accrual rates earned by state firefighters. Some local fire departments provide extra pay to employees in lieu of receiving holiday hours, while others provide annual leave instead of vacation and sick leave. The majority of fire departments surveyed, however, provide vacation, sick, and holiday leave. In the case of the Hayward Fire Department, they also provide compensatory time off in lieu of EDWC pay.

To calculate the value of leave, each employer’s formula for calculating the applicable hourly rate of pay was multiplied by the monthly accrued hours of leave.<sup>12</sup>

Table 8, below, compares the value of leave and the corresponding lead/lag for the state. The state provides more leave hours, on average, for all four benchmark classifications.

Table 8: Comparing Value of Accrued Leave

Classification	Accrued Leave Hours	Value of Accrued Leave	State Lead/Lag for Value of All Leave
Fire Fighter II (Survey)	43	\$1,825	
Fire Fighter II (State)	58	\$2,483	26.5%
Fire Apparatus Engineer (Survey)	43	\$2,106	
Fire Apparatus Engineer (State)	58	\$2,718	22.5%
Fire Captain (Survey)	49	\$2,761	
Fire Captain, Range A (State)	63	\$3,369	18.0%
Battalion Chief (Survey)	53	\$3,526	
Battalion Chief (State)	65	\$3,643	3.2%

Note: Dollars are rounded in the table above.

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<sup>12</sup> Vacation accrual rates are based on the average years of service for state firefighter classifications: Fire Fighter II – 8 yrs.; Fire Apparatus Engineer – 9 yrs.; Fire Captain (A) – 18 yrs.; Battalion Chief - 23 yrs.

## **Employer Contributions to Retiree Health**

Providing retiree health insurance is a valuable benefit offered by the State of California and many local governments.

Although retiree health contributions are not included in the total compensation calculation for this report, it is important to recognize the health benefits employers provide their retirees.

As of 2023, the state contribution towards a retiree enrolled in a family health plan was as much as \$2,124 a month. Out of the 20 surveyed jurisdictions, 15 contribute to a health insurance plan for retired employees and/or contribute to a retiree health savings plan. Five jurisdictions do not contribute to either benefit. Table 9 on the following page indicates the amount each employer contributes per month for retirees and/or saves for active employees.

In recent years, state employees and the state have begun contributing a percentage of pensionable compensation to “pre-fund” retiree health care. Pre-funding future retiree health benefits is not included in Table 9.

Table 9: Comparing Employer Contributions to Retiree Health

Fire Department	Max Retiree Health Care Employer Contribution (Monthly)
<b>CAL FIRE</b>	<b>\$2,124</b>
Bakersfield	\$294
Chula Vista	\$0
Corona	\$2,451
Escondido	\$0
Fullerton	\$697
Hayward	\$508
Huntington Beach	\$0
Livermore-Pleasanton	\$1,495
Los Angeles County	\$2,709
Milpitas	\$1,051
Novato	\$1,900
Ontario	\$1,989
Oxnard*	\$100 to \$255
Rialto	\$726
Roseville	\$1,492
San Mateo**	\$190 to \$390
Santa Monica	\$361
Stockton	\$0
Torrance	\$281
Ventura County	\$0

Note: The employer contributions towards retiree health are based on the family plan rates (retired employee + family) for classic employees. Dollars are rounded.

\*The City of Oxnard contributes 1.692 percent of base pay to a Post-Employment Health Plan. The numbers in the table above represent a range of contributions, from the minimum base pay for Firefighters to the maximum base pay for Battalion Chiefs.

\*\*The San Mateo Consolidated Fire Department contributes 2 percent of base pay to a Retirement Health Savings Account. The numbers in the table above represent a range of contributions, from the minimum base pay for Firefighters to the maximum base pay for Battalion Chiefs.

# Comparing the 2020 Report with the 2023 Report

The table below compares the state’s total compensation lag in the 2020 report with the 2023 report.

Table 10: Changes in Total Compensation from 2020 to 2023

Classification	2020 Total Compensation Lag	2023 Total Compensation Lag	Percent Difference
Firefighter II	-15.8%	-11.1%	4.7%
Fire Apparatus Engineer	-18.4%	-12.7%	5.7%
Fire Captain, Range A	-19.6%	-14.5%	5.1%
Battalion Chief	-40.7%	-28.6%	12.1%
<b>Simple Average</b>	<b>-23.6%</b>	<b>-16.7%</b>	<b>6.9%</b>

Much of the decline in the state’s total compensation lag was due to a decrease in employer retirement costs for the jurisdictions and an increase in the state’s retirement costs. The average employer contribution rate for the 20 jurisdictions declined from 57.8 percent in 2020 to 47.49 percent in 2023. Meanwhile, the state’s employer contribution rate increased from 48.7 percent in 2020 to 50 percent in 2023.

## Conclusion

The total compensation of the state firefighter classifications in this survey is below the average of the 20 fire departments reviewed for this report. The simple base pay comparison lagged by an average of 87.5 percent. However, when factoring in the expense of other pay and benefits, the average total compensation lag dropped to 16.7 percent.

Overall, the state contributed less to employee retirement and health benefits than the jurisdictions surveyed. However, only two employers reported contributing more than the state for retiree health. It's also important to recognize that state firefighters are scheduled to work more hours than the surveyed local fire departments – 156 days a year for state firefighters, compared to 121 days for the local fire departments.

In 2020, CalHR completed a similar total compensation survey. The unweighted total compensation lag at that time was an average of 23.6 percent for state firefighters. The lag is now an average of 16.7 percent for state firefighters.

# Glossary for Attachment A

This glossary defines the variables used to determine total compensation in Attachment A.

**Minimum Salary:** Minimum monthly salary listed for a classification.

**Maximum Salary:** Maximum monthly salary listed for a classification.

**Monthly Hours of EDWC (Planned Overtime):** The Fair Labor Standards Act (FLSA) allows for public agencies and firefighters to agree to a work schedule in excess of 40 hours a week. In most cases, if a firefighter works in excess of 212 hours in a 28-day work period, those hours are compensated as planned overtime, which the state government calls Extended Duty Week Compensation (EDWC). In some cases, this compensation is already included in the base salary or is accounted for in compensatory time off.

**Monthly Pay for EDWC (Planned Overtime):** Monthly overtime pay is usually calculated by multiplying the hourly rate and the relevant pay differentials by 1.5.

**Monthly Cash Benefits:** Monthly cash benefits refer to the sum total of the following pay differentials: Education Bonus, EMT/Paramedic Pay, Hazardous Material Pay, Longevity Pay, Uniform Allowance (converted into an average monthly number), and Bilingual Pay.

**Net Employer Contribution to Retirement:** The Net Contribution to Retirement is the employer's contribution to retirement after adding the amount that the employer may pay towards the employee's retirement contribution and subtracting the amount that employees may pay towards the employer's contribution. For example, CalPERS classic members of the Huntington Beach Firefighters Association paid four percent of their compensation earnable towards the city of Huntington Beach's employer contribution as part of a cost-sharing agreement.

**Combined Retirement and Health Benefits:** Monthly employer benefits refer to the sum total of the following employer contributions: the Net Employer Contribution to Retirement, the Employer's Maximum Contribution to the Employee's Deferred Compensation, the Employer's Contribution to a Cafeteria Plan (a plan that permits employees to receive certain benefits), and the Employer's Contribution to Health, Dental, and Vision Insurance Premiums.

**Accrued Leave Hours:** The sum of monthly vacation hours, monthly sick hours, monthly holiday hours, and FLSA compensatory time off based upon years of service by classification. For state firefighters, the average years of service by classification are: Firefighter II – 8 yrs.; Fire Apparatus Engineer – 9 yrs.; Fire Captain – 18 yrs.; Battalion Chief – 23 yrs. The same years were used to calculate accrual rates for local government firefighters.

**Value of Accrued Leave:** These hours were multiplied by their applicable hourly rate to find their value.

**Monthly Total Compensation:** Monthly total compensation refers to the sum total of maximum monthly salary + monthly EDWC (Planned OT) pay + monthly cash benefits + monthly employer paid benefits + value of accrued leave.

**Monthly Hours Worked:** The average number of hours worked in a month.

**Hourly Total Compensation:** The total compensation earned per hour. This number was calculated by dividing monthly total compensation by the monthly hours worked.



### Fire Fighter II Total Compensation Comparison

Fire Department	Class Title	Minimum Salary	Maximum Salary	Monthly Hrs. of EDWC (Planned Overtime)	Monthly Pay for EDWC (Planned Overtime)	Monthly Cash Benefits	Combined Retirement and Health Benefits	Accrued Leave Hours	Value of Accrued Leave	Monthly Total Comp.	Monthly Hours Worked	Hourly Total Comp.
Bakersfield	Firefighter-Suppression	\$5,852	\$7,446	13	\$583	\$2,033	\$8,099	38	\$1,173	\$19,334	243	\$80
Chula Vista	Firefighter	\$5,876	\$7,142	13	\$692	\$1,713	\$4,534	37	\$1,084	\$15,166	243	\$62
Corona	Firefighter	\$6,376	\$8,137	13	\$817	\$2,033	\$5,080	41	\$1,733	\$17,800	243	\$73
Escondido	Firefighter/Paramedic	\$7,212	\$9,205	13	\$795	\$756	\$7,898	38	\$1,498	\$20,152	243	\$83
Fullerton	Firefighter	\$6,014	\$7,676	13	\$758	\$2,039	\$10,947	37	\$1,492	\$22,912	243	\$94
Hayward	Firefighter (56 HR)	\$11,488	\$13,970	0	\$0	\$951	\$13,023	51	\$3,938	\$31,882	243	\$131
Huntington Beach	Firefighter II	\$5,938	\$7,958	13	\$804	\$2,294	\$3,890	38	\$1,584	\$16,530	243	\$68
Livermore-Pleasanton	Firefighter	\$8,222	\$10,495	13	\$1,026	\$2,321	\$9,921	27	\$2,377	\$26,139	243	\$108
Los Angeles County	Fire Fighter	\$5,886	\$8,840	13	\$838	\$2,041	\$6,501	42	\$1,835	\$20,054	243	\$83
Milpitas	Firefighter/EMT	\$9,362	\$11,318	13	\$1,066	\$2,369	\$11,331	38	\$2,809	\$28,894	243	\$119
Novato	Firefighter	\$9,952	\$11,274	0	\$0	\$254	\$7,580	30	\$1,404	\$20,512	243	\$85
Ontario	Firefighter	\$7,641	\$9,284	13	\$989	\$3,128	\$5,092	47	\$2,292	\$20,786	243	\$86
Oxnard	Firefighter	\$5,902	\$7,569	13	\$768	\$2,272	\$9,268	33	\$1,325	\$21,202	243	\$87
Rialto	Firefighter	\$5,313	\$7,120	13	\$714	\$2,125	\$7,953	49	\$1,831	\$19,743	243	\$81
Roseville	Firefighter	\$6,305	\$7,682	13	\$836	\$3,072	\$9,423	42	\$1,330	\$22,343	243	\$92
San Mateo	-	-	-	-	-	-	-	-	-	-	-	-
Santa Monica	Firefighter	\$8,067	\$9,959	13	\$1,015	\$3,103	\$9,462	37	\$1,976	\$25,515	243	\$105
Stockton	Firefighter	\$5,443	\$8,128	6	\$378	\$1,624	\$8,299	56	\$1,922	\$20,351	243	\$84
Torrance	Firefighter	\$7,028	\$8,137	13	\$950	\$3,987	\$5,685	36	\$1,809	\$20,567	243	\$85
Ventura County	Firefighter	\$6,503	\$8,657	14	\$947	\$2,756	\$5,158	35	\$1,263	\$18,780	243	\$77
<b>Survey Average:</b>		<b>\$7,073</b>	<b>\$8,947</b>	<b>11</b>	<b>\$736</b>	<b>\$2,151</b>	<b>\$7,850</b>	<b>42</b>	<b>\$1,764</b>	<b>\$21,508</b>	<b>243</b>	<b>\$89</b>
<b>CAL FIRE</b>	<b>Fire Fighter II</b>	<b>\$3,975</b>	<b>\$5,155</b>	<b>82</b>	<b>\$3,452</b>	<b>\$1,398</b>	<b>\$6,864</b>	<b>58</b>	<b>\$2,483</b>	<b>\$19,351</b>	<b>312</b>	<b>\$62</b>
<b>CAL FIRE Salary Relationship:</b>		<b>-77.9%</b>	<b>-73.6%</b>		<b>78.7%</b>	<b>-53.9%</b>	<b>-14.4%</b>		<b>29.0%</b>	<b>-11.1%</b>		<b>-42.9%</b>

San Mateo does not have a classification comparable to Fire Fighter II

### Fire Apparatus Engineer Total Compensation Comparison

Fire Department	Class Title	Minimum Salary	Maximum Salary	Monthly Hrs. of EDWC (Planned Overtime)	Monthly Pay for EDWC (Planned Overtime)	Monthly Cash Benefits	Combined Retirement and Health Benefits	Accrued Leave Hours	Value of Accrued Leave	Monthly Total Comp.	Monthly Hours Worked	Hourly Total Comp
Bakersfield	Fire Engineer - Suppression	\$6,459	\$8,224	13	\$644	\$2,167	\$8,716	38	\$1,296	\$21,047	243	\$87
Chula Vista	Fire Engineer	\$7,085	\$8,612	13	\$774	\$1,288	\$4,785	37	\$1,307	\$16,765	243	\$69
Corona	Fire Engineer	\$7,223	\$9,218	13	\$855	\$1,419	\$5,219	44	\$1,943	\$18,654	243	\$77
Escondido	Fire Engineer	\$7,573	\$9,665	13	\$850	\$978	\$8,335	38	\$1,604	\$21,432	243	\$88
Fullerton	Fire Engineer	\$6,843	\$8,733	13	\$860	\$2,293	\$12,190	37	\$1,694	\$25,770	243	\$106
Hayward	Apparatus Operator (56 HR)	\$12,189	\$14,820	0	\$0	\$993	\$13,597	51	\$4,175	\$33,586	243	\$138
Huntington Beach	Fire Apparatus Engineer	\$6,894	\$9,238	13	\$1,036	\$3,955	\$4,472	38	\$2,039	\$20,739	243	\$85
Livermore-Pleasanton	Fire Engineer	\$11,189	\$11,747	13	\$1,107	\$2,089	\$10,516	27	\$2,568	\$28,027	243	\$115
Los Angeles County	Fire Fighter Specialist	\$8,710	\$10,531	13	\$984	\$2,224	\$7,220	42	\$2,158	\$23,117	243	\$95
Milpitas	Fire Engineer	\$10,017	\$12,115	13	\$1,139	\$2,513	\$11,928	38	\$3,004	\$30,699	243	\$127
Novato	Fire Engineer	\$11,274	\$12,006	0	\$0	\$262	\$7,928	30	\$1,489	\$21,686	243	\$89
Ontario	Fire Engineer	\$9,104	\$11,061	13	\$1,132	\$3,128	\$5,475	47	\$2,633	\$23,429	243	\$97
Oxnard	Fire Engineer	\$6,726	\$8,625	13	\$873	\$2,547	\$10,273	34	\$1,547	\$23,865	243	\$98
Rialto	Fire Engineer	\$6,959	\$9,326	13	\$852	\$1,687	\$9,160	49	\$2,186	\$23,211	243	\$96
Roseville	Fire Engineer	\$7,577	\$9,756	13	\$917	\$2,035	\$10,178	42	\$1,689	\$24,574	243	\$101
San Mateo	Firefighter/ Engineer	\$9,511	\$11,822	13	\$945	\$2,924	\$6,436	31	\$3,113	\$25,240	243	\$104
Santa Monica	Fire Engineer	\$9,530	\$11,766	13	\$1,104	\$2,431	\$10,062	37	\$2,149	\$27,512	243	\$113
Stockton	Fire Fighter Engineer	\$7,248	\$9,311	6	\$422	\$1,569	\$9,054	56	\$2,202	\$22,558	243	\$93
Torrance	Fire Engineer	\$8,137	\$9,418	13	\$937	\$2,543	\$5,630	38	\$1,883	\$20,411	243	\$84
Ventura County	Fire Engineer	\$8,149	\$9,825	14	\$1,049	\$2,814	\$5,588	35	\$1,433	\$20,710	243	\$85
<b>Survey Average:</b>		<b>\$8,420</b>	<b>\$10,291</b>	<b>11</b>	<b>\$824</b>	<b>\$2,093</b>	<b>\$8,338</b>	<b>42</b>	<b>\$2,044</b>	<b>\$23,652</b>	<b>243</b>	<b>\$97</b>
<b>CAL FIRE</b>	<b>Fire Apparatus Engineer</b>	<b>\$4,630</b>	<b>\$5,718</b>	<b>82</b>	<b>\$3,779</b>	<b>\$1,443</b>	<b>\$7,332</b>	<b>58</b>	<b>\$2,718</b>	<b>\$20,990</b>	<b>312</b>	<b>\$67</b>
<b>CAL FIRE Salary Relationship:</b>		<b>-81.9%</b>	<b>-80.0%</b>		<b>78.2%</b>	<b>-45.1%</b>	<b>-13.7%</b>		<b>24.8%</b>	<b>-12.7%</b>		<b>-44.9%</b>

### Fire Captain Total Compensation Comparison

Fire Department	Class Title	Minimum Salary	Maximum Salary	Monthly Hrs. of EDWC (Planned Overtime)	Monthly Pay for EDWC (Planned Overtime)	Monthly Cash Benefits	Combined Retirement and Health Benefits	Accrued Leave Hours	Value of Accrued Leave	Monthly Total Comp.	Monthly Hours Worked	Hourly Total Comp
Bakersfield	Fire Captain - Suppression	\$7,717	\$9,825	13	\$770	\$2,443	\$9,986	43	\$1,738	\$24,762	243	\$102
Chula Vista	Fire Captain	\$8,156	\$9,914	13	\$884	\$1,385	\$5,120	47	\$1,914	\$19,217	243	\$79
Corona	Fire Captain	\$9,351	\$11,366	13	\$1,049	\$1,690	\$5,940	49	\$2,654	\$22,699	243	\$94
Escondido	Fire Captain	\$8,889	\$11,911	13	\$1,035	\$1,041	\$9,814	46	\$2,379	\$26,180	243	\$108
Fullerton	Fire Captain (56 HR)	\$7,974	\$10,178	13	\$994	\$2,553	\$13,808	42	\$2,219	\$29,751	243	\$123
Hayward	Fire Captain (56 HR)	\$15,196	\$16,759	0	\$0	\$1,509	\$15,179	56	\$5,120	\$38,568	243	\$159
Huntington Beach	Fire Captain	\$7,924	\$10,619	13	\$1,211	\$4,809	\$4,914	44	\$2,803	\$24,356	243	\$100
Livermore-Pleasanton	Fire Captain	\$12,517	\$13,145	13	\$1,237	\$2,298	\$11,450	35	\$3,372	\$31,503	243	\$130
Los Angeles County	Fire Captain	\$10,300	\$12,452	13	\$1,217	\$3,287	\$8,334	47	\$2,969	\$28,260	243	\$116
Milpitas	Fire Captain	\$11,360	\$13,747	13	\$1,185	\$1,466	\$12,300	44	\$3,568	\$32,266	243	\$133
Novato	Captain (Line/Shift)	\$12,781	\$12,781	0	\$0	\$319	\$8,321	38	\$2,008	\$23,429	243	\$97
Ontario	Fire Captain	\$10,759	\$13,075	13	\$1,247	\$2,540	\$5,782	53	\$3,312	\$25,955	243	\$107
Oxnard	Fire Captain	\$7,831	\$10,042	13	\$1,028	\$3,116	\$11,771	38	\$2,075	\$28,032	243	\$116
Rialto	Fire Captain	\$7,955	\$10,660	13	\$998	\$2,214	\$10,829	53	\$2,787	\$27,488	243	\$113
Roseville	Fire Captain	\$7,955	\$10,244	13	\$1,003	\$2,644	\$10,925	46	\$1,942	\$26,758	243	\$110
San Mateo	Fire Captain	\$12,902	\$14,074	13	\$1,119	\$2,648	\$6,901	37	\$4,022	\$28,764	243	\$119
Santa Monica	Fire Captain	\$11,244	\$13,881	13	\$1,324	\$3,125	\$11,547	44	\$3,062	\$32,939	243	\$136
Stockton	Fire Captain	\$8,276	\$10,632	6	\$487	\$1,913	\$10,170	62	\$2,768	\$25,970	243	\$107
Torrance	Fire Captain	\$9,418	\$10,903	13	\$1,127	\$3,489	\$6,586	44	\$2,621	\$24,727	243	\$102
Ventura County	Fire Captain	\$9,492	\$11,446	14	\$1,191	\$2,895	\$6,184	40	\$1,890	\$23,606	243	\$97
<b>Survey Average:</b>		<b>\$9,900</b>	<b>\$11,883</b>	<b>11</b>	<b>\$955</b>	<b>\$2,369</b>	<b>\$9,293</b>	<b>48</b>	<b>\$2,690</b>	<b>\$27,262</b>	<b>243</b>	<b>\$112</b>
<b>CAL FIRE</b>	<b>Fire Captain, Range A</b>	<b>\$4,949</b>	<b>\$6,416</b>	<b>82</b>	<b>\$4,283</b>	<b>\$1,681</b>	<b>\$8,052</b>	<b>63</b>	<b>\$3,369</b>	<b>\$23,801</b>	<b>312</b>	<b>\$76</b>
<b>CAL FIRE Salary Relationship:</b>		<b>-100.0%</b>	<b>-85.2%</b>		<b>77.7%</b>	<b>-40.9%</b>	<b>-15.4%</b>		<b>20.2%</b>	<b>-14.5%</b>		<b>-47.3%</b>



## Battalion Chief Total Compensation Comparison

Fire Department	Class Title	Minimum Salary	Maximum Salary	Monthly Hrs. of EDWC (Planned Overtime)	Monthly Pay for EDWC (Planned Overtime)	Monthly Cash Benefits	Combined Retirement and Health Benefits	Accrued Leave Hours	Value of Accrued Leave	Monthly Total Comp.	Monthly Hours Worked	Hourly Total Comp.
Bakersfield	Fire Battalion Chief - Suppression	\$9,667	\$12,281	0	\$0	\$2,696	\$11,215	43	\$2,172	\$28,364	243	\$117
Chula Vista	Fire Battalion Chief	\$10,102	\$12,279	13	\$1,059	\$1,256	\$5,656	47	\$2,370	\$22,620	243	\$93
Corona	Battalion Chief	\$11,880	\$14,441	13	\$1,318	\$1,957	\$6,936	52	\$3,512	\$28,164	243	\$116
Escondido	Fire Battalion Chief	\$9,602	\$12,962	0	\$0	\$167	\$9,698	50	\$2,644	\$25,471	243	\$105
Fullerton	Battalion Chief (56 HR)	\$11,268	\$15,855	0	\$0	\$168	\$15,509	43	\$2,857	\$34,390	243	\$142
Hayward	Battalion Chief (56 HR)	\$17,363	\$21,110	0	\$0	\$2,262	\$18,468	56	\$6,501	\$48,341	243	\$199
Huntington Beach	Battalion Chief	\$11,338	\$15,194	13	\$1,399	\$2,609	\$5,545	30	\$2,287	\$27,034	243	\$111
Livermore-Pleasanton	Battalion Chief	\$11,804	\$17,706	0	\$0	\$1,048	\$13,503	35	\$4,025	\$36,281	243	\$150
Los Angeles County	Battalion Chief	\$13,812	\$16,700	13	\$1,497	\$2,632	\$10,222	47	\$3,690	\$34,741	243	\$143
Milpitas	Fire Battalion Chief	\$12,981	\$18,173	0	\$0	\$1,093	\$13,988	48	\$4,885	\$38,139	243	\$157
Novato	Battalion Chief (Line/Shift)	\$15,644	\$15,644	0	\$0	\$355	\$9,686	44	\$2,844	\$28,529	243	\$118
Ontario	Fire Battalion Supervisor	\$13,945	\$16,949	13	\$1,561	\$2,571	\$6,648	53	\$3,980	\$31,708	243	\$131
Oxnard	Fire Battalion Chief	\$9,728	\$15,067	0	\$0	\$38	\$12,679	45	\$2,797	\$30,581	243	\$126
Rialto	Fire Battalion Chief	\$10,195	\$13,663	0	\$0	\$3,043	\$12,372	62	\$4,247	\$33,324	243	\$137
Roseville	Fire Battalion Chief (24HR)	\$9,938	\$13,317	0	\$0	\$1,765	\$11,754	42	\$2,305	\$29,141	243	\$120
San Mateo	Fire Battalion Chief-56	\$16,097	\$19,519	0	\$0	\$1,909	\$7,573	38	\$5,339	\$34,339	243	\$142
Santa Monica	Battalion Chief	\$14,764	\$18,227	13	\$1,700	\$3,582	\$14,086	49	\$4,382	\$41,977	243	\$173
Stockton	Fire Battalion Chief	\$10,552	\$13,554	6	\$581	\$1,384	\$11,773	62	\$3,442	\$30,734	243	\$127
Torrance	Fire Battalion Chief	\$14,014	\$16,955	0	\$0	\$3,730	\$8,285	44	\$3,768	\$32,738	243	\$135
Ventura County	Fire Battalion Chief	\$10,717	\$15,006	0	\$0	\$1,871	\$7,538	40	\$2,481	\$26,896	243	\$111
<b>Survey Average:</b>		<b>\$12,271</b>	<b>\$15,730</b>	<b>4</b>	<b>\$456</b>	<b>\$1,807</b>	<b>\$10,657</b>	<b>50</b>	<b>\$3,526</b>	<b>\$32,176</b>	<b>243</b>	<b>\$133</b>
<b>CAL FIRE</b>	<b>Battalion Chief</b>	<b>\$5,739</b>	<b>\$7,447</b>	<b>82</b>	<b>\$4,503</b>	<b>\$1,059</b>	<b>\$8,367</b>	<b>65</b>	<b>\$3,643</b>	<b>\$25,018</b>	<b>312</b>	<b>\$80</b>
<b>CAL FIRE Salary Relationship:</b>		<b>-113.8%</b>	<b>-111.2%</b>		<b>89.9%</b>	<b>-70.6%</b>	<b>-27.4%</b>		<b>3.2%</b>	<b>-28.6%</b>		<b>-65.4%</b>

### Annual Scheduled Workdays by Fire Department

The table below summarizes the regularly scheduled hours of work and days of work for firefighters working at each department. It does not include any unplanned overtime hours.

Fire Department	Hours Annually	Days Annually
Bakersfield	2,912	121
Chula Vista	2,912	121
Corona	2,912	121
Escondido	2,912	121
Fullerton	2,912	121
Hayward	2,912	121
Huntington Beach	2,912	121
Livermore-Pleasanton	2,912	121
Los Angeles County	2,912	121
Milpitas	2,912	121
Novato	2,912	121
Ontario	2,912	121
Oxnard	2,912	121
Rialto	2,912	121
Roseville	2,912	121
San Mateo	2,912	121
Santa Monica	2,912	121
Stockton	2,912	121
Torrance	2,912	121
Ventura County	2,912	121
Local Average	2,912	121
State Firefighters (CAL FIRE)	3,744	156