

2020 California Firefighter Total Compensation Survey

Report to the
Governor and
Legislature

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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 leave, for state and local firefighters.

Report Findings

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

Classification	Total Compensation Lag
Firefighter II	-15.8%
Fire Apparatus Engineer	-18.4%
Fire Captain, Range A	-19.6%
Battalion Chief	-40.7%
Simple Average	-23.6%

Survey Background

The California Department of Forestry and Fire Protection, known as CAL FIRE, is responsible for protecting the state’s wild lands, 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.¹

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 report allows CalHR to fulfill this requirement.

In 2014, CalHR completed a total compensation report comparing the monthly total compensation for state firefighter classifications with 20 local fire departments. This report uses the same methodology, and the same jurisdiction matches, with one exception. Since the publication of the 2014 report, the San Bernardino City Fire Department has merged with San Bernardino County Fire. CalHR and CAL FIRE Local 2881 agreed to replace San Bernardino with the Huntington Beach City Fire Department for the 2020 report.

¹ CAL FIRE 2019 Strategic Plan: <https://www.fire.ca.gov/about-us/strategic-plan/>

Survey Methodology

In 2014, 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 in Table 2.

Table 2: Local Fire Departments in Survey

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

Note: San Bernardino City was included in the 2014 survey. Since the publication of that report it merged with San Bernardino County Fire. CalHR and CAL FIRE Local 2881 agreed to survey Huntington Beach City in its place for the 2020 report.

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



CalHR developed a survey instrument with detailed questions for this report and sent it to each local fire 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).² Information for each classification was requested separately.

Once the initial data collection was completed, CalHR then contacted each local fire department to verify the information used in the total compensation calculations.³

Salary and benefit information collected was effective July 2020.

² See Glossary on page 21 for more details about compensation elements.

³ Sixteen jurisdictions verified their information; four cities did not: Chula Vista, Corona, Fullerton, and Rialto. 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 88.3 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	\$4,484	\$7,835	-74.7%
Fire Apparatus Engineer	\$4,974	\$8,952	-80.0%
Fire Captain, Range A	\$5,580	\$10,370	-85.8%
Battalion Chief	\$6,509	\$13,843	-112.7%
	Simple Average		-88.3%

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

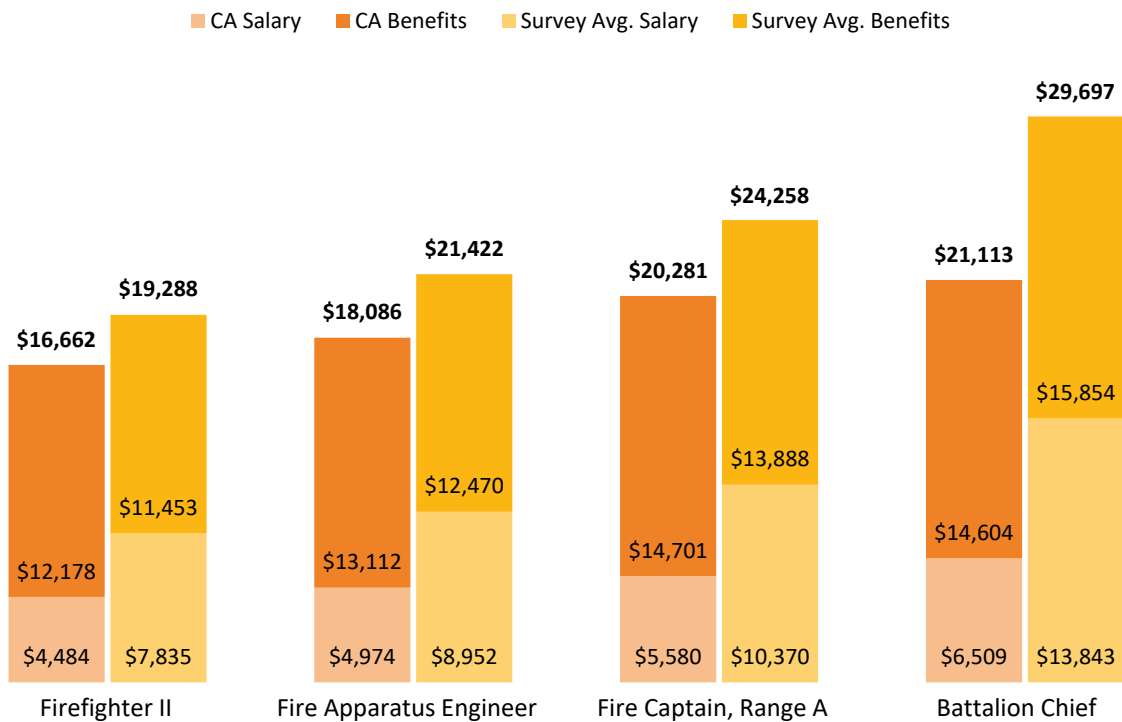
Classification	State Total Comp	Survey Avg. Total Comp	State Total Comp Lag
Firefighter II	\$16,662	\$19,288	-15.8%
Fire Apparatus Engineer	\$18,086	\$21,422	-18.4%
Fire Captain, Range A	\$20,281	\$24,258	-19.6%
Battalion Chief	\$21,113	\$29,697	-40.7%
	Simple Average		-23.6%

Note: Dollars are rounded. See Attachment A, pages 23-26, for more details.

Summary of Total Compensation

The chart below visually 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.⁴

Chart 1: Monthly Total Compensation Comparison



Note: Dollars are rounded.

⁴ See pages 17-18 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

Firefighters assigned to a fire station typically work a series of 24-hour shifts. CAL FIRE requires its firefighters to work more hours in a month than local fire departments. State firefighters are scheduled to work a 72-hour work week (which includes 19 hours of EDWC), or an average of 312 hours a month, while most fire departments in this survey require their firefighters to work an average of 242 hours a month. During the course of a year, state firefighters assigned to a fire station are normally scheduled to work 156 days a year (in 24-hour shifts), while the majority of local firefighters work 121 days (in 24-hour shifts), according to the survey.⁵

On average, state firefighters are scheduled to work 82.3 hours of EDWC every month. Out of the 20 local fire departments surveyed for this report, 14 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.

⁵ Most state firefighters assigned to a fire station work three 24-hour shifts a week, but some have alternate work schedules which require them to work the same number of hours but more than 156 days in a year.

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
CAL FIRE	\$2,891	\$3,175	\$3,614	\$3,719
Bakersfield	\$557	\$615	\$735	\$0
Chula Vista	\$0	\$0	\$0	\$0
Corona	\$0	\$0	\$0	\$0
Escondido	\$0	\$0	\$0	\$0
Fullerton	\$516	\$586	\$672	\$632
Hayward	\$0	\$0	\$0	\$0
Huntington Beach	\$563	\$657	\$755	\$1,135
Livermore-Pleasanton	\$1,224	\$1,284	\$1,433	\$1,948
Los Angeles County	\$204	\$243	\$288	\$386
Milpitas	\$0	\$0	\$0	\$0
Novato	\$0	\$0	\$0	\$1,352
Ontario	\$889	\$992	\$1,148	\$1,373
Oxnard	\$537	\$609	\$712	\$0
Rialto	\$265	\$338	\$388	\$0
Roseville	\$0	\$0	\$0	\$0
San Mateo (City of)	-	\$436	\$505	\$684
Santa Monica	\$686	\$811	\$957	\$0
Stockton	\$217	\$243	\$277	\$304
Torrance	\$608	\$703	\$814	\$1,431
Ventura County	\$787	\$883	\$1,017	\$1,591
Survey Average:	\$371	\$420	\$485	\$542
State Lead/Lag:	87.2%	86.8%	86.6%	85.4%

See Attachment A for more details. Dollars are rounded.

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 3 percent at 50 retirement plan.⁶ The following components are included in the firefighter’s retirement benefits: any employer pickup of the employee’s retirement contribution, the employer contribution towards retirement, and the employer’s maximum contribution to a deferred compensation retirement savings plan. To find the value of employer contributions to health benefits, we combined the employer contributions to a cafeteria plan, as well as health, dental, and vision premiums.⁷

Table 7, on the following page, compares the employer contributions to retirement as well as health benefits for the state and local fire departments. Two local fire departments did not clarify if cash benefits and EDWC are included in the calculation towards retirement. For these jurisdictions, all cash benefits and earned EDWC were assumed to be included for purposes of retirement.

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.

⁶ A majority of state firefighters were hired before January 1, 2013.

⁷ 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)	\$5,567	\$1,725	\$7,292	
Fire Fighter II (State)	\$4,142	\$1,727	\$5,869	-24.3%
Fire Apparatus Engineer (Survey)	\$6,359	\$1,753	\$8,112	
Fire Apparatus Engineer (State)	\$4,537	\$1,727	\$6,264	-29.5%
Fire Captain (Survey)	\$7,247	\$1,753	\$9,000	
Fire Captain, Range A (State)	\$5,120	\$1,727	\$6,847	-31.5%
Battalion Chief (Survey)	\$9,045	\$1,819	\$10,863	
Battalion Chief (State)	\$5,292	\$1,727	\$7,019	-54.8%

Note: Dollars are rounded in table.

CalPERS Retirement Plans

Seventeen out 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, and the cities of Bakersfield, Chula Vista, Corona, Escondido, Fullerton, Hayward, Huntington Beach, Milpitas, Ontario, Oxnard, Rialto, Roseville, San Mateo, Santa Monica, Stockton, and Torrance.

On average, the 17 employers participating in CalPERS plans contributed 60.3 percent of the employees' monthly compensation to retirement. By contrast, the state's contribution used in this report was 48.65 percent.⁸

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 51.59 percent.

⁸ Required Employer Contribution before applying advanced payment of the unfunded liability by the state of California. Source: <https://www.calpers.ca.gov/docs/circular-letters/2020/200-035-20.pdf>

Comparing the Value of Leave

Monthly vacation, sick, and holiday leave accrual rates were collected from each local fire department 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.

To calculate the value of leave, each employer's formula for calculating an hourly rate of pay was multiplied by the monthly accrued hours of leave.⁹

⁹ Vacation accrual rates are based on the average years of service for state firefighter classifications: Fire Fighter II – 11 yrs.; Fire Apparatus Engineer – 11 yrs.; Fire Captain (A) – 19 yrs.; Battalion Chiefs - 23 yrs.

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

Table 8: Comparing Value of Leave

Classification	Mo. Vac.	Value of Mo. Vac.	Mo. Sick	Value of Mo. Sick	Mo. Hol. Hours	Value of Mo. Hol.	Value of All Mo. Leave	State Lead/Lag for Value of All Leave
Fire Fighter II (Survey)	22	\$861	12	\$473	12	\$441	\$1,775	
Fire Fighter II (State)	23	\$801	14	\$503	24	\$838	\$2,142	17.1%
Fire Apparatus Engineer (Survey)	21	\$956	12	\$528	12	\$500	\$1,985	
Fire Apparatus Engineer (State)	23	\$883	14	\$554	24	\$923	\$2,360	15.9%
Fire Captain (Survey)	25	\$1,256	12	\$602	12	\$571	\$2,429	
Fire Captain, Range A (State)	25	\$1,087	14	\$632	24	\$1,054	\$2,774	12.4%
Battalion Chief (Survey)	29	\$1,825	10	\$635	12	\$714	\$3,174	
Battalion Chief (State)	27	\$1,258	14	\$683	24	\$1,138	\$3,079	-3.1%

Note: Dollars are rounded in the table above.

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 2020, the state contribution towards a retiree enrolled in a family health plan was as much as \$1,868 a month. Out of the 20 surveyed jurisdictions, 16 contribute to a health insurance plan for retired employees and/or contribute to a retiree health savings plan. Four 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)
CAL FIRE	\$1,868
Bakersfield	\$297
Corona	\$2,347
Fullerton	\$619
Hayward	\$508
Huntington Beach	\$344
Livermore-Pleasanton	\$1,537
Los Angeles County	\$2,628
Milpitas	\$768
Novato	\$2,293
Ontario	\$1,863
Oxnard*	\$116 to \$158
Rialto	\$726
Roseville	\$1,406
San Mateo (City of)	\$160
Santa Monica**	\$151
Torrance	\$139

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 City of Santa Monica contributes \$150.69 a month toward a retiree health trust account and also contributes \$35 a month to a Post-Employment Health Plan.

Comparing the 2014 Report with the 2020 Report

The table below compares the state's total compensation lags in the 2014 report with the 2020 report.

Table 10: Changes in Total Compensation from 2014 to 2020

Classification	2014 Total Compensation Lag	2020 Total Compensation Lag	Percent Difference
Firefighter II	-30.1%	-15.8%	14.3%
Fire Apparatus Engineer	-29.7%	-18.4%	11.3%
Fire Captain, Range A	-32.9%	-19.6%	13.3%
Battalion Chief	-39.9%	-40.7%	-0.7%
Simple Average	-33.1%	-23.6%	9.5%

Conclusion

The total compensation of the state firefighter classifications in this survey fell behind the average of the 20 fire departments reviewed for this report. The simple base pay comparison lagged an average of 88.3 percent. However, when factoring in the expense of other pay and benefits, the average total compensation lag dropped to 23.6 percent.

Overall, the state contributed less to employee retirement and health benefits than the jurisdictions surveyed. However, only three 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 most of the local fire departments.

In 2014, CAL FIRE LOCAL 2881 and CalHR jointly completed a similar total compensation survey. The unweighted total compensation lag at that time was an average of 33.1 percent for state firefighters. Using the same methodology to complete this report, the lag is now an average of 23.6 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 Hrs. 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.

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

Combined Retirement and Health Benefits: Monthly employer benefits refer to the sum total of the following employer contributions: Retirement Pick-up by the Employer of the Employee's Retirement Contribution, the Employer Contribution towards Retirement, the Employer's Maximum Contribution to the Employee's Deferred Compensation, the Employer's Contribution to a Cafeteria Plan, and the Employer's Contribution to Health, Dental, and Vision Insurance Premiums.

Monthly Vacation Hours: Monthly vacation hours employees receive based upon years of service by classification. For state Firefighters, the average years of service by classification are: Firefighter II – 11 yrs.; Fire Apparatus Engineer – 11 yrs.; Fire Captain – 19 yrs.; Battalion Chief – 23 yrs. The same years were used to calculate accrual rates for local government firefighters.

Monthly Sick Hours: Monthly sick leave hours all employees receive.

Monthly Holiday Hours: Holiday Hours based on employers providing holiday time.

Value of Vacation/Sick/Holidays: These hours were multiplied by the 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 monthly vacation, sick, and holidays.

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	Monthly Vacation Hours	Monthly Sick Hours	Monthly Holiday Hours	Value of Vacation/Sick/Holidays	Monthly Total Comp.
Bakersfield	Firefighter-Suppression	\$5,102	\$6,491	13	\$557	\$1,308	\$5,637	14	11	13	\$1,023	\$15,017
Chula Vista	Firefighter	\$5,330	\$6,479	0	\$0	\$1,614	\$4,893	19	11	10	\$1,489	\$14,474
Corona	Firefighter	\$5,406	\$6,937	0	\$0	\$1,443	\$7,283	31	0	12	\$1,508	\$17,171
Escondido	Firefighter/Paramedic	\$5,702	\$7,641	0	\$0	\$992	\$6,010	14	12	12	\$1,287	\$15,931
Fullerton	Firefighter	\$5,087	\$6,493	13	\$516	\$1,493	\$7,899	17	11	10	\$1,266	\$17,667
Hayward	Firefighter (56 HR)	\$8,311	\$10,107	0	\$0	\$758	\$9,658	20	12	5.77%	\$2,020	\$22,543
Huntington Beach	Firefighter II	\$6,061	\$7,505	12	\$563	\$3,369	\$7,576	19	11	9	\$1,556	\$20,569
Livermore-Pleasanton	Firefighter	\$7,454	\$9,517	13	\$1,224	\$1,416	\$8,341	20	11	7.5%	\$2,189	\$22,687
Los Angeles County	Fire Fighter	\$5,399	\$7,893	13	\$204	\$3,356	\$4,939	18	12	12	\$1,897	\$18,288
Milpitas	Firefighter/EMT	\$9,179	\$11,097	0	\$0	\$2,358	\$8,963	20	24	6%	\$2,728	\$25,146
Novato	Firefighter	\$9,017	\$10,214	0	\$0	\$150	\$7,781	22	12	-	\$1,452	\$19,597
Ontario	Firefighter	\$6,605	\$8,029	13	\$889	\$2,784	\$7,294	22	12	16	\$2,304	\$21,301
Oxnard	Firefighter	\$5,354	\$6,865	10	\$537	\$2,216	\$7,971	35	0	-	\$1,296	\$18,885
Rialto	Firefighter	\$4,895	\$6,559	6	\$265	\$2,116	\$7,906	23	14	15	\$1,767	\$18,612
Roseville	Firefighter	\$5,307	\$6,627	0	\$0	\$2,447	\$7,284	18	12	14	\$1,232	\$17,590
San Mateo (City of)	-	-	-	-	-	-	-	-	-	-	-	-
Santa Monica	Firefighter	\$7,495	\$9,253	12	\$686	\$3,893	\$8,188	38	24	12	\$3,864	\$25,884
Stockton	Firefighter	\$4,660	\$6,960	4	\$217	\$1,402	\$6,755	18	12	8	\$1,090	\$16,424
Torrance	Firefighter	\$5,909	\$6,086	13	\$608	\$3,725	\$9,095	18	9	11	\$1,547	\$21,060
Ventura County	Firefighter	\$6,098	\$8,117	14	\$787	\$1,425	\$5,081	24	11	12	\$2,220	\$17,630
Survey Average:		\$6,230	\$7,835	7	\$371	\$2,014	\$7,292	22	12	12	\$1,775	\$19,288
CAL FIRE	Fire Fighter II	\$3,548	\$4,484	82	\$2,891	\$1,276	\$5,869	23	14	24	\$2,142	\$16,662
CAL FIRE Salary Relationship:		-75.6%	-74.7%		87.2%	-57.9%	-24.3%				17.1%	-15.8%

City of 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	Monthly Vacation Hours	Monthly Sick Hours	Monthly Holiday Hours	Value of Vacation/Sick/Holidays	Monthly Total Comp.
Bakersfield	Fire Engineer - Suppression	\$5,631	\$7,170	13	\$615	\$1,410	\$6,081	14	11	13	\$1,130	\$16,406
Chula Vista	Fire Engineer	\$6,272	\$7,623	0	\$0	\$642	\$5,430	19	11	10	\$1,752	\$15,447
Corona	Fire Engineer	\$6,123	\$7,858	0	\$0	\$1,471	\$7,931	31	0	12	\$1,708	\$18,968
Escondido	Fire Engineer	\$5,987	\$8,023	0	\$0	\$1,189	\$6,320	14	12	12	\$1,351	\$16,884
Fullerton	Fire Engineer	\$5,788	\$7,388	13	\$586	\$1,511	\$8,613	17	11	10	\$1,411	\$19,508
Hayward	Apparatus Operator (56 HR)	\$8,821	\$10,719	0	\$0	\$788	\$10,030	20	12	5.77%	\$2,141	\$23,678
Huntington Beach	Fire Apparatus Engineer	\$7,072	\$8,760	12	\$657	\$3,669	\$8,387	19	11	9	\$1,774	\$23,248
Livermore-Pleasanton	Fire Engineer	\$10,145	\$10,652	13	\$1,284	\$812	\$8,643	20	11	7.5%	\$2,297	\$23,688
Los Angeles County	Fire Fighter Specialist	\$7,990	\$9,402	13	\$243	\$3,688	\$5,394	18	12	12	\$2,215	\$20,942
Milpitas	Fire Engineer	\$9,821	\$11,877	0	\$0	\$2,518	\$9,429	20	24	6%	\$2,920	\$26,745
Novato	Fire Engineer	\$10,183	\$10,183	0	\$0	\$150	\$7,764	22	12	-	\$1,448	\$19,545
Ontario	Fire Engineer	\$7,868	\$9,563	13	\$992	\$2,461	\$7,878	22	12	16	\$2,568	\$23,462
Oxnard	Fire Engineer	\$6,101	\$7,823	10	\$609	\$2,431	\$8,852	35	0	-	\$1,464	\$21,180
Rialto	Fire Engineer	\$6,258	\$8,387	6	\$338	\$1,735	\$8,897	23	14	15	\$2,052	\$21,410
Roseville	Fire Engineer	\$6,270	\$7,831	0	\$0	\$1,845	\$7,662	18	12	14	\$1,455	\$18,794
San Mateo (City of)	Firefighter/ Engineer	\$8,537	\$10,612	7	\$436	\$2,959	\$13,693	19	12	5.25%	\$2,291	\$29,991
Santa Monica	Fire Engineer	\$8,854	\$10,931	12	\$811	\$3,977	\$9,058	38	24	12	\$4,375	\$29,152
Stockton	Fire Fighter Engineer	\$6,206	\$7,973	4	\$243	\$1,355	\$7,350	18	12	8	\$1,248	\$18,168
Torrance	Fire Engineer	\$6,840	\$7,046	13	\$703	\$2,972	\$9,251	18	9	11	\$1,579	\$21,551
Ventura County	Fire Engineer	\$7,641	\$9,213	14	\$883	\$1,479	\$5,577	24	11	12	\$2,520	\$19,672
Survey Average:		\$7,420	\$8,952	7	\$420	\$1,953	\$8,112	21	12	12	\$1,985	\$21,422
CAL FIRE	Fire Apparatus Engineer	\$4,132	\$4,974	82	\$3,175	\$1,314	\$6,264	23	14	24	\$2,360	\$18,086
CAL FIRE Salary Relationship:		-79.6%	-80.0%		86.8%	-48.7%	-29.5%				15.9%	-18.4%

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	Monthly Vacation Hours	Monthly Sick Hours	Monthly Holiday Hours	Value of Vacation/Sick/Holidays	Monthly Total Comp.
Bakersfield	Fire Captain - Suppression	\$6,727	\$8,566	13	\$735	\$1,619	\$6,993	19	11	13	\$1,515	\$19,428
Chula Vista	Fire Captain	\$7,356	\$8,941	0	\$0	\$642	\$6,049	24	11	10	\$2,329	\$17,961
Corona	Fire Captain	\$7,937	\$9,689	0	\$0	\$1,622	\$9,284	31	0	12	\$2,214	\$22,810
Escondido	Fire Captain	\$7,027	\$9,417	0	\$0	\$1,350	\$7,151	18	12	12	\$1,756	\$19,674
Fullerton	Fire Captain (56 HR)	\$6,746	\$8,609	13	\$672	\$1,751	\$9,579	21	11	10	\$1,813	\$22,423
Hayward	Fire Captain (56 HR)	\$10,995	\$12,124	0	\$0	\$859	\$10,884	25	12	5.77%	\$2,683	\$26,550
Huntington Beach	Fire Captain	\$8,131	\$10,072	12	\$755	\$4,196	\$9,366	22	11	9	\$2,190	\$26,580
Livermore-Pleasanton	Fire Captain	\$11,351	\$11,919	13	\$1,433	\$875	\$9,400	24	11	7.5%	\$2,776	\$26,403
Los Angeles County	Fire Captain	\$9,448	\$11,118	13	\$288	\$2,325	\$5,490	20	12	12	\$2,384	\$21,604
Milpitas	Fire Captain	\$11,138	\$13,478	0	\$0	\$1,768	\$10,697	21	24	6%	\$3,470	\$29,413
Novato	Captain (Line/Shift)	\$11,580	\$11,580	0	\$0	\$200	\$8,554	26	12	-	\$1,845	\$22,178
Ontario	Fire Captain	\$9,302	\$11,309	13	\$1,148	\$2,550	\$8,762	24	12	16	\$3,086	\$26,855
Oxnard	Fire Captain	\$7,103	\$9,108	10	\$712	\$2,811	\$10,102	38	0	-	\$1,885	\$24,619
Rialto	Fire Captain	\$7,188	\$9,633	6	\$388	\$1,965	\$9,917	23	14	15	\$2,351	\$24,256
Roseville	Fire Captain	\$6,845	\$8,548	0	\$0	\$2,135	\$8,294	20	12	14	\$1,701	\$20,679
San Mateo (City of)	Fire Captain	\$11,344	\$12,396	7	\$505	\$2,103	\$14,448	22	12	5.25%	\$2,624	\$32,076
Santa Monica	Fire Captain	\$10,447	\$12,897	12	\$957	\$4,075	\$10,077	38	24	12	\$4,974	\$32,980
Stockton	Fire Captain	\$7,086	\$9,104	4	\$277	\$1,650	\$8,236	24	12	8	\$1,637	\$20,904
Torrance	Fire Captain	\$7,919	\$8,156	13	\$814	\$3,438	\$10,452	24	9	11	\$2,115	\$24,975
Ventura County	Fire Captain	\$8,901	\$10,733	14	\$1,017	\$1,555	\$6,265	29	11	12	\$3,224	\$22,793
Survey Average:		\$8,728	\$10,370	7	\$485	\$1,975	\$9,000	25	12	12	\$2,429	\$24,258
CAL FIRE	Fire Captain, Range A	\$4,418	\$5,580	82	\$3,614	\$1,467	\$6,847	25	14	24	\$2,774	\$20,281
CAL FIRE Salary Relationship:		-97.6%	-85.8%		86.6%	-34.6%	-31.5%				12.4%	-19.6%

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	Monthly Vacation Hours	Monthly Sick Hours	Monthly Holiday Hours	Value of Vacation/Sick/Holidays	Monthly Total Comp.
Bakersfield	Fire Battalion Chief - Suppression	\$8,428	\$10,707	0	\$0	\$1,769	\$7,815	19	11	13	\$1,894	\$22,184
Chula Vista	Fire Battalion Chief	\$9,164	\$11,138	0	\$0	\$642	\$7,081	24	11	10	\$2,902	\$21,763
Corona	Battalion Chief	\$10,083	\$12,310	0	\$0	\$1,850	\$11,229	36	0	12	\$3,233	\$28,622
Escondido	Fire Battalion Chief	\$9,007	\$12,160	0	\$0	\$108	\$7,954	22	12	12	\$2,280	\$22,502
Fullerton	Battalion Chief (56 HR)	\$9,526	\$12,157	13	\$632	\$1,034	\$11,598	22	11	10	\$2,363	\$27,783
Hayward	Battalion Chief (56 HR)	\$12,563	\$15,271	0	\$0	\$1,326	\$12,801	25	12	5.77%	\$3,379	\$32,777
Huntington Beach	Battalion Chief	\$12,210	\$15,127	12	\$1,135	\$756	\$11,094	30	0	-	\$2,286	\$30,398
Livermore-Pleasanton	Battalion Chief	\$11,460	\$17,190	13	\$1,948	\$179	\$12,003	24	11	7.5%	\$3,783	\$35,103
Los Angeles County	Battalion Chief	\$12,670	\$14,910	13	\$386	\$1,088	\$6,796	21	12	12	\$2,910	\$26,090
Milpitas	Fire Battalion Chief	\$12,726	\$17,817	0	\$0	\$1,241	\$13,386	26	24	6%	\$4,979	\$37,422
Novato	Battalion Chief (Line/Shift)	\$12,863	\$13,506	17	\$1,352	\$0	\$9,766	32	12	-	\$2,449	\$27,073
Ontario	Fire Battalion Supervisor	\$12,058	\$14,655	13	\$1,373	\$1,624	\$9,875	38	0	16	\$3,728	\$31,255
Oxnard	Fire Battalion Chief	\$9,265	\$13,100	0	\$0	\$0	\$10,670	45	0	-	\$2,432	\$26,201
Rialto	Fire Battalion Chief	\$9,074	\$12,160	0	\$0	\$2,734	\$12,104	32	14	13	\$3,416	\$30,415
Roseville	Fire Battalion Chief (24HR)	\$9,130	\$12,235	0	\$0	\$1,323	\$10,091	22	12	12	\$2,435	\$26,084
San Mateo (City of)	Fire Battalion Chief-56	\$13,983	\$16,996	7	\$684	\$343	\$17,725	30	12	6%	\$4,002	\$39,750
Santa Monica	Battalion Chief	\$13,717	\$16,934	0	\$0	\$1,290	\$11,129	48	24	12	\$6,308	\$35,662
Stockton	Fire Battalion Chief	\$9,006	\$11,569	4	\$304	\$1,012	\$9,695	24	12	8	\$2,080	\$24,660
Torrance	Fire Battalion Chief	\$12,917	\$13,305	13	\$1,431	\$5,426	\$15,973	24	9	11	\$3,417	\$39,552
Ventura County	Fire Battalion Chief	\$9,716	\$13,604	14	\$1,591	\$1,753	\$8,481	29	0	12	\$3,210	\$28,639
Survey Average:		\$10,978	\$13,843	6	\$542	\$1,275	\$10,863	29	10	12	\$3,174	\$29,697
CAL FIRE	Battalion Chief	\$5,147	\$6,509	82	\$3,719	\$788	\$7,019	27	14	24	\$3,079	\$21,113
CAL FIRE Salary Relationship:		-113.3%	-112.7%		85.4%	-61.8%	-54.8%				-3.1%	-40.7%

Annual Scheduled Work Days 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 FD	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 Co.	2,912	121
Milpitas	2,912	121
Novato	2,912	121
Ontario	2,756	115
Oxnard	2,912	121
Rialto	2,912	121
Roseville	2,912	121
San Mateo (City of)	2,912	121
Santa Monica	2,912	121
Stockton	2,912	121
Torrance	2,912	121
Ventura County	2,912	121
Local Average	2,904	121
State Firefighters (CAL FIRE)	3,744	156