



**Palo Alto Fire Chiefs' Association (PAFCA)
Salary Schedule**

Non-Shift		Adoption (11% Increase+Flexible Comp.)			
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$116.99	\$20,278	\$243,339
015	Battalion Chief EMT 40-hour workweek	28E	\$120.17	\$20,829	\$249,954
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$120.17	\$20,829	\$249,954
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$79.81	\$19,367	\$232,407
016	Battalion Chief EMT 56-hour workweek	030E	\$81.97	\$19,891	\$238,697

Non-Shift		07/15/2023 (4% Increase)			
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$121.67	\$21,089	\$253,074
015	Battalion Chief EMT 40-hour workweek	28E	\$124.98	\$21,663	\$259,958
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$124.98	\$21,663	\$259,958
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$83.01	\$20,144	\$241,725
016	Battalion Chief EMT 56-hour workweek	030E	\$85.25	\$20,687	\$248,248

Non-Shift		1/13/2024 (2% Increase + Flexible Comp.)			
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$124.69	\$21,613	\$259,355
015	Battalion Chief EMT 40-hour workweek	28E	\$128.06	\$22,197	\$266,365
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$128.06	\$22,197	\$266,365
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$85.26	\$20,690	\$248,277
016	Battalion Chief EMT 56-hour workweek	030E	\$87.54	\$21,243	\$254,916

Non-Shift		07/12/2024 (4% Increase)			
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$129.68	\$22,478	\$269,734
015	Battalion Chief EMT 40-hour workweek	28E	\$133.19	\$23,086	\$277,035
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$133.19	\$23,086	\$277,035
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$88.68	\$21,520	\$258,236
016	Battalion Chief EMT 56-hour workweek	030E	\$91.05	\$22,095	\$265,138