



Palo Alto Fire Chiefs' Association (PAFCA)
Salary Schedule

Non-Shift		Adoption (11% Increase+Benefit Offset)			
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 (Benefit Offset)			
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$122.25	\$21,190	\$254,280
015	Battalion Chief EMT 40-hour workweek	28E	\$125.56	\$21,764	\$261,165
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$125.56	\$21,764	\$261,165
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$83.59	\$20,285	\$243,414
016	Battalion Chief EMT 56-hour workweek	030E	\$85.83	\$20,828	\$249,937

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	\$127.14	\$22,038	\$264,451
015	Battalion Chief EMT 40-hour workweek	28E	\$130.59	\$22,636	\$271,627
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$130.59	\$22,636	\$271,627
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$86.94	\$21,097	\$253,169
016	Battalion Chief EMT 56-hour workweek	030E	\$89.27	\$21,663	\$259,954

Non-Shift		1/11/2025 (2% Increase)			
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$129.69	\$22,480	\$269,755
015	Battalion Chief EMT 40-hour workweek	28E	\$133.21	\$23,090	\$277,077
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$133.21	\$23,090	\$277,077
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	\$91.06	\$22,097	\$265,167