

**MORAGA ORINDA FIRE DISTRICT**  
**SALARY SCHEDULE - MONTHLY**  
**I.A.F.F. LOCAL 1230 - A**  
**EFFECTIVE JULY 1, 2026**



CLASSIFICATION	STEP	BASE SALARY	FIRE RETIREMENT ALLOTMENT	TOTAL BASE SALARY	HOURLY RATE	OVERTIME RATE	FLSA PAY PER FLSA PERIOD	HOLIDAY PAY PER HOLIDAY	UNIFORM PAY	HOURLY AMBULANCE SUPERVISOR STIPEND	HOURLY AMBULANCE STIPEND	HOURLY UPGRADE ACTING PAY
FIRE CAPTAIN/ PARAMEDIC I	5	\$16,587	\$649	\$17,236	\$71.03	\$106.55	\$355.20	\$1,278.60	\$61	\$3.40	\$2.86	\$3.56
	4	15,796	618	16,414	67.64	101.46	338.20	1,217.52	61	3.40	2.86	3.39
	3	15,044	589	15,633	64.42	96.63	322.10	1,159.56	61	3.40	2.86	3.23
	2	14,327	561	14,888	61.35	92.03	306.80	1,104.36	61	3.40	2.86	3.07
	1	13,647	534	14,181	58.44	87.66	292.20	1,051.92	61	3.40	2.86	2.93
FIRE CAPTAIN/ PARAMEDIC II	5	15,836	620	16,456	67.81	101.72	339.10	1,220.64	61	3.40	2.86	3.40
	4	15,083	590	15,673	64.59	96.89	323.00	1,162.68	61	3.40	2.86	3.23
	3	14,364	562	14,926	61.51	92.27	307.60	1,107.24	61	3.40	2.86	3.08
	2	13,686	536	14,222	58.61	87.92	293.10	1,055.04	61	3.40	2.86	2.94
	1	13,034	510	13,544	55.81	83.72	279.10	1,004.64	61	3.40	2.86	2.80
FIRE CAPTAIN	5	15,083	590	15,673	64.59	96.89	323.00	1,162.68	61	3.40	2.86	3.23
	4	14,363	562	14,925	61.50	92.25	307.50	1,107.00	61	3.40	2.86	3.08
	3	13,682	535	14,217	58.59	87.89	293.00	1,054.68	61	3.40	2.86	2.93
	2	13,034	510	13,544	55.81	83.72	279.10	1,004.64	61	3.40	2.86	2.80
	1	12,413	486	12,899	53.15	79.73	265.80	956.76	61	3.40	2.86	2.66
ENGINEER/ PARAMEDIC I	5	14,714	576	15,290	63.01	94.52	315.10	1,134.24	61	3.40	2.86	3.16
	4	14,015	548	14,563	60.01	90.02	300.10	1,080.24	61	3.40	2.86	3.01
	3	13,346	522	13,868	57.15	85.73	285.80	1,028.76	61	3.40	2.86	2.86
	2	12,712	498	13,210	54.44	81.66	272.20	979.92	61	3.40	2.86	2.73
	1	12,112	474	12,586	51.86	77.79	259.30	933.48	61	3.40	2.86	2.60
ENGINEER/ PARAMEDIC II	5	14,048	550	14,598	60.16	90.24	300.80	1,082.88	61	3.40	2.86	3.01
	4	13,380	524	13,904	57.30	85.95	286.50	1,031.40	61	3.40	2.86	2.87
	3	12,743	499	13,242	54.57	81.86	272.90	982.32	61	3.40	2.86	2.73
	2	12,136	475	12,611	51.97	77.96	259.90	935.52	61	3.40	2.86	2.60
	1	11,561	453	12,014	49.51	74.27	247.60	891.24	61	3.40	2.86	2.48
ENGINEER	5	13,380	524	13,904	57.30	85.95	286.50	1,031.40	61	3.40	2.86	2.87
	4	12,743	499	13,242	54.57	81.86	272.90	982.32	61	3.40	2.86	2.73
	3	12,136	475	12,611	51.97	77.96	259.90	935.52	61	3.40	2.86	2.60
	2	11,561	453	12,014	49.51	74.27	247.60	891.24	61	3.40	2.86	2.48
	1	11,009	431	11,440	47.14	70.71	235.70	848.52	61	3.40	2.86	2.36
FIREFIGHTER/ PARAMEDIC	5	13,354	523	13,877	57.18	85.77	285.90	1,029.24	61	3.40	2.86	2.86
	4	12,719	498	13,217	54.46	81.69	272.30	980.28	61	3.40	2.86	2.73
	3	12,117	474	12,591	51.89	77.84	259.50	934.08	61	3.40	2.86	2.60
	2	11,537	452	11,989	49.40	74.10	247.00	889.20	61	3.40	2.86	2.47
	1	10,988	430	11,418	47.05	70.58	235.30	846.96	61	3.40	2.86	2.36
FIREFIGHTER	5	12,145	475	12,620	52.00	78.00	260.00	936.00	61	3.40	2.86	2.60
	4	11,566	453	12,019	49.53	74.30	247.70	891.60	61	3.40	2.86	2.48
	3	11,020	431	11,451	47.19	70.79	236.00	849.48	61	3.40	2.86	2.36
	2	10,493	411	10,904	44.93	67.40	224.70	808.80	61	3.40	2.86	2.25
	1	9,993	391	10,384	42.79	64.19	214.00	770.28	61	3.40	2.86	2.14
FIREFIGHTER/ PARAMEDIC TRAINEE	1	10,988	430	11,418	47.05	70.58			61			