

**NOVATO FIRE PROTECTION DISTRICT  
SALARY SCHEDULE  
7/1/2024 - 6/30/2025**

Effective 7/1/2024

CLASSIFICATION	HOURLY	SEMI-MONTHLY	MONTHLY	ANNUAL	MOU Class
B/C - Shift	66.40	8,056.83	16,113.66	193,363.88	NFCOA
CAPT	54.25	6,582.42	13,164.85	157,978.16	NPFA
ENG	47.85	5,805.96	11,611.91	139,342.93	NPFA
ENGINEER/PARAMEDIC*	50.96	6,183.34	12,366.69	148,400.23	NPFA
FF5PM	47.85	5,805.96	11,611.91	139,342.93	NPFA
FF4PM	45.05	5,466.41	10,932.82	131,193.82	NPFA
FF3PM	42.24	5,125.41	10,250.82	123,009.83	NPFA
DEPUTY FIRE MARSHAL-ADMIN CAPT	75.95	6,582.42	13,164.85	157,978.16	NPFA
TRAINING CAPTAIN	79.75	6,911.54	13,823.09	165,877.06	NPFA
FIRE INSPECTOR - Step 2	67.74	5,871.10	11,742.20	140,906.40	NPFA
FIRE INSPECTOR - Step 1	63.50	5,503.66	11,007.32	132,087.78	NPFA
FIRE PREVENTION SPECIALIST (Part-time)	53.48	3,708.00	7,416.00	88,992.00	NSAS
<b>Number of Hours per Year</b>	<b>Line Staff</b>	<b>Day Staff</b>	<b>Part-time (WMS Supervisor)</b>	<b>Part-time (Fire Prevention Specialist)</b>	
	<b>2,912</b>	<b>2,080</b>	<b>960</b>	<b>1,664</b>	
FIRE CHIEF	121.55	10,534.65	21,069.30	252,831.57	Agreement
DEPUTY CHIEF	103.11	8,936.09	17,872.19	214,466.27	Agreement
B/C - Day	97.61	8,459.66	16,919.32	203,031.86	NFCOA
FINANCE DIRECTOR	94.80	8,215.91	16,431.82	197,181.86	Agreement
HUMAN RESOURCES MANAGER	86.34	7,482.67	14,965.34	179,584.05	Agreement
ADMIN SERVICES MANAGER	86.34	7,482.67	14,965.34	179,584.05	Agreement
INFORMATION TECHNOLOGY MANAGER (IT MANAGER)	86.34	7,482.67	14,965.34	179,584.05	Agreement
ADMINISTRATIVE ASSISTANT - RISK REDUCTION, PREVENTION, & MITIGATION	52.94	4,587.95	9,175.90	110,110.76	NSAS
MECHANIC	63.85	5,533.84	11,067.68	132,812.11	NSAS
EMS BILLING ANALYST	50.22	4,352.21	8,704.42	104,453.09	NSAS
SENIOR ACCOUNTANT	57.79	5,008.33	10,016.66	120,199.97	Agreement
CONTRACTS & PURCHASING SPECIALIST	47.56	4,121.76	8,243.52	98,922.19	NSAS
ADMINISTRATIVE ASSISTANT	35.97	3,117.43	6,234.87	74,818.40	NSAS
PAYROLL & ACCOUNTING TECHNICIAN / ACCOUNTANT	43.33	3,755.21	7,510.41	90,124.92	NSAS
<b>MWPA</b>					
Wildfire Mitigation Specialist	42.75	3,705.00	7,410.00	88,920.00	Agreement
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Wildfire Mitigation Specialist Supervisor (Limited to 960 hours per year)	66.60	2,663.99	5,327.98	63,935.81	Agreement
Wildfire Mitigation Specialist	44.03	3,816.15	7,632.30	91,587.60	Agreement
Wildfire Mitigation Specialist	44.03	3,816.15	7,632.30	91,587.60	Agreement
Vegetation Management Specialist	39.61	3,433.20	6,866.39	82,396.70	Agreement
Senior Vegetation Management Specialist	50.49	4,375.80	8,751.60	105,019.20	Agreement
Vegetation Management Manager	59.42	5,150.00	10,300.00	123,600.00	Agreement