

Appendix A
North County Fire Protection District
Salary Schedule for FY 2025-2026
Effective as of March 17, 2026

<i>Cal Code of Regulations, Title 2, §570.5</i>				
CLASSIFICATION TITLE	TIME BASE	MINIMUM	MAXIMUM	FLSA TYPE
SAFETY EMPLOYEES				
Administrative Battalion Chief	Hourly	\$88.67	\$93.10	40 HOURS
	Bi-Weekly	\$7,093.62	\$7,448.30	NON EXEMPT
	Annual	\$184,434.18	\$ 193,655.89	
Administrative Captain - Vacant	Hourly	\$48.69	\$51.25	40 HOURS
	Bi-Weekly	\$5,453.16	\$5,740.17	NON EXEMPT
	Annual	\$141,782.28	\$149,244.50	
Battalion Chief	Hourly	\$57.21	\$60.22	56 HOURS
	Bi-Weekly	\$6,407.10	\$6,744.32	NON EXEMPT
	Annual	\$166,584.72	\$175,352.34	
Captain/Paramedic	Hourly	\$44.09	\$48.76	56 HOURS
	Bi-Weekly	\$4,937.75	\$5,460.76	NON EXEMPT
	Annual	\$128,381.42	\$141,979.72	
Deputy Chief	Hourly	\$100.61	\$105.64	40 HOURS
	Bi-Weekly	\$8,049.14	\$8,451.60	EXEMPT
	Annual	\$209,277.70	\$ 219,741.59	
Deputy Fire Marshal	Hourly	\$52.06	\$54.80	40 HOURS
	Bi-Weekly	\$4,164.84	\$4,384.04	EXEMPT
	Annual	\$108,285.86	\$ 113,985.12	
Division Chief	Hourly	\$93.59	\$98.27	40 HOURS
	Bi-Weekly	\$7,487.57	\$7,861.95	EXEMPT
	Annual	\$194,676.93	\$204,410.78	
Engineer/Paramedic	Hourly	\$40.24	\$42.28	56 HOURS
	Bi-Weekly	\$4,507.21	\$4,735.39	NON EXEMPT
	Annual	\$117,187.47	\$123,120.09	
Fire Chief/CEO	Hourly		\$127.40	40 HOURS
	Bi-Weekly		\$10,192.31	EXEMPT
	Annual		\$265,000.00	
Fire Marshal	Hourly	\$82.28	\$86.61	40 HOURS
	Bi-Weekly	\$6,582.21	\$6,928.64	EXEMPT
	Annual	\$171,137.44	\$180,144.67	
Firefighter/Paramedic	Hourly	\$32.28	\$40.24	56 HOURS
	Bi-Weekly	\$3,615.50	\$4,507.21	NON EXEMPT
	Annual	\$94,002.98	\$117,187.47	

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CLASSIFICATION TITLE	TIME BASE	RANGE		FLSA TYPE
MISCELLANEOUS EMPLOYEES				
Accounting/Payroll Technician	Hourly	\$34.85	\$39.41	40 HOURS
	Bi-Weekly	\$2,788.29	\$3,152.81	NON EXEMPT
	Annual	\$72,495.41	\$81,973.10	
Executive Assistant/Board Clerk	Hourly	\$52.63	\$55.26	40 HOURS
	Bi-Weekly	\$4,210.60	\$4,421.13	EXEMPT
	Annual	\$109,475.70	\$114,949.48	
Finance Manager	Hourly		\$86.95	40 HOURS
	Bi-Weekly		\$6,955.85	EXEMPT
	Annual		\$180,852.00	
Fire Mechanic	Hourly	\$47.77	\$54.02	40 HOURS
	Bi-Weekly	\$3,821.78	\$4,321.42	NON EXEMPT
	Annual	\$99,366.23	\$112,356.88	
Fire Protection Specialist	Hourly	\$44.86	\$50.73	40 HOURS
	Bi-Weekly	\$3,588.95	\$4,058.16	NON EXEMPT
	Annual	\$93,312.80	\$105,512.07	
Fleet Maintenance Supervisor	Hourly	\$59.96	\$62.96	40 HOURS
	Bi-Weekly	\$4,797.11	\$5,036.96	EXEMPT
	Annual	\$124,724.83	\$130,961.07	
Human Resources Manager	Hourly	\$75.71	\$79.49	40 HOURS
	Bi-Weekly	\$6,056.47	\$6,359.29	EXEMPT
	Annual	\$157,468.12	\$165,341.53	
Information Technology Specialist	Hourly	\$54.57	\$61.70	40 HOURS
	Bi-Weekly	\$4,365.39	\$4,936.10	NON EXEMPT
	Annual	\$113,500.22	\$128,338.69	
Medical Services Officer	Hourly	\$65.15	\$73.66	40 HOURS
	Bi-Weekly	\$5,211.69	\$5,893.04	NON EXEMPT
	Annual	\$135,504.02	\$153,219.16	
Public Outreach/Communications Specialist	Hourly	\$26.58	\$30.05	40 HOURS
	Bi-Weekly	\$2,126.07	\$2,404.02	NON EXEMPT
	Annual	\$55,277.82	\$62,504.57	
SINGLE ROLE EMT & PARAMEDIC				
Emergency Medical Technician	Hourly	\$18.50	\$21.50	40 HOURS NON EXEMPT
Paramedic	Hourly	\$22.50	\$25.50	40 HOURS NON EXEMPT