

Ukiah Professional Fire Fighters Association Local 3686

Salary Schedule

Effective September 27, 2026 - September 25, 2027

Additional Step Added

Fire Classifications on a 2912 hour work schedule (56-hour work week)									
Grade	Classification		Step 0	Step 1 (5%)	Step 2 (5%)	Step 3 (5%)	Step 4 (5%)	Step 5 (5%)	Step 6 (5%)
4064	Firefighter/EMT	Annual	65,483.82	68,757.96	72,195.84	75,805.68	79,596.00	83,575.80	87,754.56
		Monthly	5,456.99	5,729.83	6,016.32	6,317.14	6,633.00	6,964.65	7,312.88
		Hourly	22.49	23.61	24.79	26.03	27.33	28.70	30.14
4062	Firefighter/Paramedic	Annual	72,032.20	75,633.84	79,415.52	83,386.32	87,555.60	91,933.44	96,530.16
		Monthly	6,002.68	6,302.82	6,617.96	6,948.86	7,296.30	7,661.12	8,044.18
		Hourly	24.74	25.97	27.27	28.64	30.07	31.57	33.15
4066	Driver Operator	Annual	72,195.84	75,805.68	79,596.00	83,575.80	87,754.56	92,142.24	96,749.40
		Monthly	6,016.32	6,317.14	6,633.00	6,964.65	7,312.88	7,678.52	8,062.45
		Hourly	24.79	26.03	27.33	28.70	30.14	31.64	33.22
4067	Driver Operator/Paramedic	Annual	79,415.42	83,386.20	87,555.48	91,933.20	96,529.92	101,356.44	106,424.28
		Monthly	6,617.95	6,948.85	7,296.29	7,661.10	8,044.16	8,446.37	8,868.69
		Hourly	27.27	28.64	30.07	31.57	33.15	34.81	36.55
4069	Captain	Annual	83,575.80	87,754.56	92,142.24	96,749.40	101,586.84	106,666.20	111,999.48
		Monthly	6,964.65	7,312.88	7,678.52	8,062.45	8,465.57	8,888.85	9,333.29
		Hourly	28.70	30.14	31.64	33.22	34.89	36.63	38.46
4071	Captain/Paramedic	Annual	91,933.38	96,530.04	101,356.56	106,424.40	111,745.68	117,333.00	123,199.68
		Monthly	7,661.12	8,044.17	8,446.38	8,868.70	9,312.14	9,777.75	10,266.64
		Hourly	31.57	33.15	34.81	36.55	38.37	40.29	42.31
4260	Battalion Chief	Annual	96,749.40	101,586.84	106,666.20	111,999.48	117,599.40	123,479.40	129,653.40
		Monthly	8,062.45	8,465.57	8,888.85	9,333.29	9,799.95	10,289.95	10,804.45
		Hourly	33.22	34.89	36.63	38.46	40.38	42.40	44.52
4261	Battalion Chief/Paramedic	Annual	106,424.40	111,745.68	117,333.00	123,199.68	129,359.64	135,827.64	142,619.04
		Monthly	8,868.70	9,312.14	9,777.75	10,266.64	10,779.97	11,318.97	11,884.92
		Hourly	36.55	38.37	40.29	42.31	44.42	46.64	48.98

Fire Classifications on a 2080 work schedule (40-hour work week)									
Grade	Classification		Step 0	Step 1 (5%)	Step 2 (5%)	Step 3 (5%)	Step 4 (5%)	Step 5 (5%)	Step 6 (5%)
4070	Fire Marshal	Annual	83,575.80	87,754.56	92,142.24	96,749.40	101,586.84	106,666.20	111,999.48
		Monthly	6,964.65	7,312.88	7,678.52	8,062.45	8,465.57	8,888.85	9,333.29
		Hourly	40.18	42.19	44.30	46.51	48.84	51.28	53.85

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Ambulance Operator Classifications on a 2912 hour work schedule (56-hour work week)							
Grade	Classification		Step 0	Step 1 (5%)	Step 2 (5%)	Step 3 (5%)	Step 4 (5%)
4063	Emergency Medical Technician (EMT)	Annual	56,015.28	58,816.08	61,756.92	64,844.76	68,087.04
		Monthly	4,667.94	4,901.34	5,146.41	5,403.73	5,673.92
		Hourly	19.24	20.20	21.21	22.27	23.38

Ambulance Operator Classifications on a 2912 hour work schedule (56-hour work week)									
Grade	Classification		Step 0	Step 1 (5%)	Step 2 (5%)	Step 3 (5%)	Step 4 (5%)	Step 5 (2.5%)	Step 6 (2.5%)
4065	Paramedic (EMT-P)	Annual	65,002.83	68,253.00	71,665.68	75,249.00	79,011.48	80,986.80	83,011.44
		Monthly	5,416.90	5,687.75	5,972.14	6,270.75	6,584.29	6,748.90	6,917.62
		Hourly	22.32	23.44	24.61	25.84	27.13	27.81	28.51

Ambulance Operator Classifications on a 2080 work schedule (40-hour work week)							
Grade	Classification		Step 0	Step 1 (5%)	Step 2 (5%)	Step 3 (5%)	Step 4 (5%)
4072	Emergency Medical Technician (EMT)	Annual	56,015.28	58,816.08	61,756.92	64,844.76	68,087.04
		Monthly	4,667.94	4,901.34	5,146.41	5,403.73	5,673.92
		Hourly	26.93	28.28	29.69	31.18	32.73

Ambulance Operator Classifications on a 2080 work schedule (40-hour work week)									
Grade	Classification		Step 0	Step 1 (5%)	Step 2 (5%)	Step 3 (5%)	Step 4 (5%)	Step 5 (2.5%)	Step 6 (2.5%)
4077	Paramedic	Annual	65,002.83	68,253.00	71,665.68	75,249.00	79,011.48	80,986.80	83,011.44
		Monthly	5,416.90	5,687.75	5,972.14	6,270.75	6,584.29	6,748.90	6,917.62
		Hourly	31.25	32.81	34.45	36.18	37.99	38.94	39.91

Fire Fuels Classifications on a 2080 work schedule (40-hour work week)									
Grade	Classification		Step 0	Step 1 (5%)	Step 2 (5%)	Step 3 (5%)	Step 4 (5%)	Step 5 (5%)	Step 6 (5%)
4022	Fire-Fuels Crew Member	Annual	49,769.04	52,257.48	54,870.36	57,613.92	60,494.64	63,519.36	66,695.28
		Monthly	4,147.42	4,354.79	4,572.53	4,801.16	5,041.22	5,293.28	5,557.94
		Hourly	23.93	25.12	26.38	27.70	29.08	30.54	32.07
4021	Fire-Fuels Squad Boss	Annual	57,716.88	60,602.76	63,632.88	66,814.56	70,155.24	73,662.96	77,346.12
		Monthly	4,809.74	5,050.23	5,302.74	5,567.88	5,846.27	6,138.58	6,445.51
		Hourly	27.75	29.14	30.59	32.12	33.73	35.41	37.19
4020	Fire-Fuels Crew Superintendent	Annual	83,130.39	87,286.92	91,651.32	96,233.88	101,045.52	106,097.76	111,402.60
		Monthly	6,927.53	7,273.91	7,637.61	8,019.49	8,420.46	8,841.48	9,283.55
		Hourly	39.97	41.96	44.06	46.27	48.58	51.01	53.56