ALPINE FIRE PROTECTION DISTRICT
SALARY SCHEDULE
EFFECTIVE: JULY 1, 2026

CLASSIFICATION	TIME BASE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
FIREFIGHTER/EMT - BASE SALARY	HOURLY	36.02	37.92	39.92	42.02	NA
	ANNUAL	104,901.96	110,423.11	116,234.85	122,352.48	NA
FIREFIGHTER/EMT - 2% EDUCATIONAL INCENTIVE	HOURLY	36.74	38.68	40.71	42.86	NA
	ANNUAL	107,000.00	112,631.57	118,559.55	124,799.53	NA
FIREFIGHTER/EMT - 4.5% EDUCATIONAL INCENTIVE	HOURLY	37.65	39.63	41.71	43.91	NA
	ANNUAL	109,622.55	115,392.15	121,465.42	127,858.34	NA
FIREFIGHTER/EMT - 6% EDUCATIONAL INCENTIVE	HOURLY	38.19	40.20	42.31	44.54	NA
	ANNUAL	111,196.08	117,048.50	123,208.94	129,693.63	NA
FIREFIGHTER/PARAMEDIC - BASE SALARY	HOURLY	36.02	37.92	39.92	42.02	44.23
	ANNUAL	104,901.96	110,423.11	116,234.85	122,352.48	128,792.08
FIREFIGHTER/PARAMEDIC - 2% EDUCATIONAL INCENTIVE	HOURLY	36.74	38.68	40.71	42.86	45.11
	ANNUAL	107,000.00	112,631.57	118,559.55	124,799.53	131,367.92
FIREFIGHTER/PARAMEDIC - 4.5% EDUCATIONAL INCENTIVE	HOURLY	37.65	39.63	41.71	43.91	46.22
	ANNUAL	109,622.55	115,392.15	121,465.42	127,858.34	134,587.72
FIREFIGHTER/PARAMEDIC - 6% EDUCATIONAL INCENTIVE	HOURLY	38.19	40.20	42.31	44.54	46.88
	ANNUAL	111,196.08	117,048.50	123,208.94	129,693.63	136,519.60
ENGINEER/EMT - BASE SALARY	HOURLY	42.14	43.10	43.90	44.74	NA
	ANNUAL	122,704.20	125,514.06	127,842.00	130,276.25	NA
ENGINEER/EMT - 2% EDUCATIONAL INCENTIVE	HOURLY	42.98	43.96	44.78	45.63	NA
	ANNUAL	125,158.28	128,024.34	130,398.84	132,881.78	NA
ENGINEER/EMT - 4.5% EDUCATIONAL INCENTIVE	HOURLY	44.03	45.04	45.88	46.75	NA
	ANNUAL	128,225.89	131,162.19	133,594.89	136,138.68	NA
ENGINEER/EMT - 6% EDUCATIONAL INCENTIVE	HOURLY	44.67	45.69	46.54	47.42	NA
	ANNUAL	130,066.45	133,044.90	135,512.52	138,092.83	NA
ENGINEER/PARAMEDIC - BASE SALARY	HOURLY	45.21	46.15	46.97	48.04	NA
	ANNUAL	131,636.99	134,386.76	136,774.78	139,879.09	NA
ENGINEER/PARAMEDIC - 2% EDUCATIONAL INCENTIVE	HOURLY	46.11	47.07	47.91	49.00	NA
	ANNUAL	134,269.73	137,074.50	139,510.28	142,676.67	NA
ENGINEER/PARAMEDIC - 4.5% EDUCATIONAL INCENTIVE	HOURLY	47.24	48.23	49.08	50.20	NA
	ANNUAL	137,560.65	140,434.16	142,929.65	146,173.65	NA
ENGINEER/PARAMEDIC - 6% EDUCATIONAL INCENTIVE	HOURLY	47.92	48.92	49.79	50.92	NA
	ANNUAL	139,535.21	142,449.97	144,981.27	148,271.84	NA
CAPTAIN/EMT	HOURLY	47.63	48.90	50.17	51.69	NA
	ANNUAL	138,702.78	142,400.89	146,101.12	150,528.46	NA
CAPTAIN/EMT - 2% EDUCATIONAL INCENTIVE	HOURLY	48.58	49.88	51.18	52.73	NA
	ANNUAL	141,476.84	145,248.91	149,023.14	153,539.03	NA
CAPTAIN/EMT - 4.5% EDUCATIONAL INCENTIVE	HOURLY	49.77	51.10	52.43	54.02	NA
	ANNUAL	144,944.41	148,808.93	152,675.67	157,302.24	NA
CAPTAIN/EMT - 6% EDUCATIONAL INCENTIVE	HOURLY	50.49	51.84	53.18	54.79	NA
	ANNUAL	147,024.95	150,944.94	154,867.19	159,560.17	NA
CAPTAIN/PARAMEDIC - BASE SALARY	HOURLY	50.73	52.00	53.27	54.54	NA
	ANNUAL	147,723.40	151,423.81	155,119.42	158,821.04	NA
CAPTAIN/PARAMEDIC - 2% EDUCATIONAL INCENTIVE	HOURLY	51.74	53.04	54.33	55.63	NA
	ANNUAL	150,677.87	154,452.29	158,221.81	161,997.46	NA
CAPTAIN/PARAMEDIC - 4.5% EDUCATIONAL INCENTIVE	HOURLY	53.01	54.34	55.67	56.99	NA
	ANNUAL	154,370.95	158,237.88	162,099.79	165,967.99	NA
CAPTAIN/PARAMEDIC - 6% EDUCATIONAL INCENTIVE	HOURLY	53.77	55.12	56.47	57.81	NA
	ANNUAL	156,586.80	160,509.24	164,426.59	168,350.30	NA
ADMINISTRATIVE ASSISTANT (Hourly/Non-Exempt)	HOURLY	30.38	→	34.97		
ADMINISTRATIVE DIRECTOR - BASE SALARY	HOURLY	78.88				
	ANNUAL	164,069.41				
ADMINISTRATIVE DIRECTOR - 8% EDUCATIONAL INCENTIVE	HOURLY	85.19				
	ANNUAL	177,194.96				
FIRE MARSHAL - BASE SALARY	HOURLY	78.88				
	ANNUAL	164,069.40				
FIRE MARSHAL - 8% EDUCATIONAL INCENTIVE	HOURLY	85.19				
	ANNUAL	177,194.95				
FIRE CHIEF - BASE SALARY	HOURLY	110.52				
	ANNUAL	229,877.00				
FIRE CHIEF - 8% EDUCATIONAL INCENTIVE	HOURLY	119.36				
	ANNUAL	248,267.16				