



Palo Alto Fire Chiefs' Association (PAFCA) Salary Schedule

Non-Shift	Effective 07/12/2025 (4.5% Increase for Shift, 5% Increase for Non-Shift)				
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$136.17	\$23,603	\$283,234
015	Battalion Chief EMT 40-hour workweek	28E	\$139.85	\$24,241	\$290,888
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$139.85	\$24,241	\$290,888
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$92.68	\$22,491	\$269,885
016	Battalion Chief EMT 56-hour workweek	030E	\$95.15	\$23,090	\$277,077

Non-Shift	Effective 7/11/2026 (3% Increase)				
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$140.26	\$24,312	\$291,741
015	Battalion Chief EMT 40-hour workweek	28E	\$144.05	\$24,969	\$299,624
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$144.05	\$24,969	\$299,624
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$95.47	\$23,168	\$278,009
016	Battalion Chief EMT 56-hour workweek	030E	\$98.01	\$23,784	\$285,406

Non-Shift	Effective 7/10/2027 (5% Increase)				
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$147.28	\$25,529	\$306,343
015	Battalion Chief EMT 40-hour workweek	28E	\$151.26	\$26,219	\$314,621
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$151.26	\$26,219	\$314,621
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$100.25	\$24,328	\$291,928
016	Battalion Chief EMT 56-hour workweek	030E	\$102.92	\$24,976	\$299,704