



BIG BEAR FIRE AUTHORITY
Classification and Wage Table
 FY 2025-2026

Job Classification	January 1, 2025 to June 30, 2025 Step Plan										Annual Range	
	1	2	3	4	5	6	7	8	9	10		
Battalion Chief	46.84	48.02	49.22	50.45	51.71	53.00	54.33	55.68	57.08	58.50	\$ 129,103	to \$ 161,232
Fire Captain	37.45	38.39	39.35	40.33	41.34	42.37	43.43	44.52	45.63	46.77	\$ 103,214	to \$ 128,901
Fire Engineer	32.32	33.13	33.96	34.81	35.68	36.57	37.48	38.42	39.38	40.36	\$ 89,078	to \$ 111,246
Fire Fighter	27.91	28.61	29.33	30.06	30.81	31.58	32.37	33.18	34.01	34.86	\$ 76,928	to \$ 96,073
Ambulance Operator/EMT	18.04	18.49	18.95	19.42	19.91	20.41	20.92	21.44	21.97	22.52	\$ 49,705	to \$ 62,075
Ambulance Operator/Paramedic	22.28	22.84	23.41	23.99	24.59	25.21	25.84	26.48	27.14	27.82	\$ 61,401	to \$ 76,681
Flight Nurse	38.09	39.04	40.02	41.02	42.04	43.09	44.17	45.28	46.41	47.57	\$ 84,101	to \$ 105,031
Flight Paramedic	27.91	28.61	29.33	30.06	30.81	31.58	32.37	33.18	34.01	34.86	\$ 61,632	to \$ 76,970
Paid Call Division Chief	60.18										n/a	to n/a
Paid Call Battalion Chief	58.50										n/a	to n/a
Paid Call Captain	46.77										n/a	to n/a
Paid Call Technical Specialist	41.65										n/a	to n/a
Paid Call: Fire Fighter/Equipment Operator	16.00										n/a	to n/a
Fire Chief											Contract \$209,241	
Fire Mechanic	41.68	42.73	43.79	44.89	46.01	47.16	48.34	49.55	50.79	52.06	\$ 86,703	to \$ 108,280
Director of Business Services	71.03	72.80	74.62	76.49	78.40	80.36	82.37	84.43	86.54	88.71	\$ 147,740	to \$ 184,507
Human Resources Coordinator	36.72	37.64	38.58	39.54	40.53	41.54	42.58	43.65	44.74	45.86	\$ 76,377	to \$ 95,384
Board Secretary	28.85	29.57	30.31	31.07	31.85	32.64	33.46	34.29	35.15	36.03	\$ 60,008	to \$ 74,942
Facilities & Systems Manager	43.23	44.31	45.42	46.55	47.72	48.91	50.13	51.39	52.67	53.99	\$ 89,917	to \$ 112,293
Accounting Technician	30.14	30.89	31.66	32.46	33.27	34.10	34.95	35.82	36.72	37.64	\$ 62,687	to \$ 78,287
Fire Inspector	48.74	49.96	51.21	52.49	53.80	55.14	56.52	57.94	59.38	60.87	\$ 101,378	to \$ 126,608
Fire Prevention Administrative Assistant	26.11	26.76	27.43	28.12	28.82	29.54	30.28	31.04	31.81	32.61	\$ 54,310	to \$ 67,826

* Paramedic Stipend is \$9,000 annually per Represented Employee

Hrs Suppression	2756
Hrs Ambulance Operator	2756
Flight Paramedic	2208
Hrs Non Suppression	2080