

**CITY OF POWAY  
POWAY FIREFIGHTERS' ASSOCIATION (PFA)  
SALARY SCHEDULE**

EFFECTIVE JUNE 23, 2025						
POSITION	SALARY RANGE	STEPS				
		1	2	3	4	5
Fire Captain/Paramedic	1030					
Approx. Biweekly (hourly x 112)		4,716	4,952	5,200	5,460	5,733
Hourly (112 hours)		42.1119	44.2171	46.4276	48.7499	51.1862
Hourly (80 hours)		58.9561	61.9044	64.9990	68.2485	71.6606
Approx. Monthly		10,220	10,730	11,266	11,830	12,421
Fire Engineer/Paramedic	1020					
Approx. Biweekly (hourly x 112)		4,043	4,245	4,457	4,679	4,913
Hourly (112 hours)		36.0937	37.8977	39.7921	41.7820	43.8712
Hourly (80 hours)		50.5304	53.0571	55.7091	58.4937	61.4196
Approx. Monthly		8,759	9,197	9,657	10,139	10,646
Firefighter/Paramedic	1010					
Approx. Biweekly (hourly x 112)		3,802	3,991	4,191	4,401	4,620
Hourly (112 hours)		33.9401	35.6363	37.4179	39.2888	41.2527
Hourly (80 hours)		47.5149	49.8904	52.3837	55.0034	57.7535
Approx. Monthly		8,237	8,647	9,080	9,534	10,011

Approved by the Poway City Council at the June 17, 2025 City Council meeting