

	Position	Other Positions Held	Special District	Department	Total Wages	Total Retirement & Health Contribution
1.	Fire Chief		Novato Fire Protection District	Organizational Resources & Support	\$316,669	\$154,559
2.	Deputy Fire Chief		Novato Fire Protection District	Operations	\$296,309	\$131,296
3.	Battalion Chief Step 2		Southern Marin Fire Protection District	Safety	\$274,552	\$100,145
4.	Fire Captain		Novato Fire Protection District	Operations	\$253,904	\$103,257
5.	Fire Battalion Chief		Novato Fire Protection District	Operations	\$246,272	\$105,793
6.	Fire Battalion Chief		Novato Fire Protection District	Operations	\$242,662	\$108,254
7.	Fire Battalion Chief		Novato Fire Protection District	Operations	\$234,506	\$115,635
8.	Fire Battalion Chief		Novato Fire Protection District	Operations	\$232,436	\$110,669
9.	Fire Engineer		Novato Fire Protection District	Operations	\$229,195	\$95,026
10.	Fire Captain		Novato Fire Protection District	Operations	\$227,806	\$103,554
11.	Captain		Kentfield Fire Protection District	Operations	\$226,206	\$77,233
12.	Fire Captain		Novato Fire Protection District	Operations	\$225,701	\$89,545
13.	Battalion Chief Day Step 2		Southern Marin Fire Protection District	Safety	\$221,852	\$99,999
14.	Battalion Chief		Kentfield Fire Protection District	Operations	\$220,050	\$77,729
15.	Safety		Tiburon Fire Protection District	Admin	\$218,920	\$88,700
16.	Fire Captain		Novato Fire Protection District	Operations	\$218,154	\$88,272
17.	Fire Captain		Novato Fire Protection District	Operations	\$216,468	\$90,410
18.	Fire Captain		Novato Fire Protection District	Operations	\$215,170	\$99,559
19.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$214,675	\$77,295
20.	Deputy Fire Chief		Novato Fire Protection District	Operations	\$211,204	\$31,444
21.	Captain Step 2		Southern Marin Fire Protection District	Safety	\$209,760	\$76,522
22.	Fire Captain		Novato Fire Protection District	Operations	\$208,863	\$98,041
23.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$206,724	\$89,526
24.	Captain		Kentfield Fire Protection District	Operations	\$204,628	\$70,584
25.	Fire Captain		Novato Fire Protection District	Operations	\$203,308	\$88,182

26.	Fire Chief		Kentfield Fire Protection District	Administration	\$202,227	\$84,116
27.	Safety		Tiburon Fire Protection District	Fire	\$200,760	\$76,623
28.	Fire Captain		Novato Fire Protection District	Operations	\$198,514	\$94,748
29.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$197,392	\$87,505
30.	Firefighter/Paramedic Step 5		Southern Marin Fire Protection District	Safety	\$196,858	\$78,401
31.	Fire Captain		Novato Fire Protection District	Operations	\$192,637	\$82,267
32.	Fire Captain		Novato Fire Protection District	Operations	\$190,463	\$102,748
33.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$189,020	\$75,688
34.	Fire Marshal		Novato Fire Protection District	Risk Reduction Prevention Mitigation	\$186,730	\$133,238
35.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$186,551	\$91,098
36.	Fire Engineer		Novato Fire Protection District	Operations	\$184,981	\$75,539
37.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$184,493	\$73,067
38.	Captain Step 1		Southern Marin Fire Protection District	Safety	\$183,908	\$80,591
39.	Captain Step 2		Southern Marin Fire Protection District	Safety	\$183,151	\$84,717
40.	Fire Engineer		Novato Fire Protection District	Operations	\$181,776	\$93,518
41.	Fire Battalion Chief		Novato Fire Protection District	Operations	\$181,602	\$127,788
42.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$180,338	\$74,248
43.	Fire Engineer		Novato Fire Protection District	Operations	\$179,695	\$89,011
44.	Engineer		Kentfield Fire Protection District	Operations	\$178,691	\$66,779
45.	Captain		Kentfield Fire Protection District	Operations	\$177,347	\$71,158
46.	Fire Engineer		Novato Fire Protection District	Operations	\$176,980	\$86,163
47.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$176,912	\$89,458
48.	Captain Step 2		Southern Marin Fire Protection District	Safety	\$176,131	\$84,485

49.	Captain Step 2		Southern Marin Fire Protection District	Safety	\$175,944	\$76,553
50.	Engineer		Kentfield Fire Protection District	Operations	\$175,584	\$69,115
51.	Safety		Tiburon Fire Protection District	Fire	\$175,554	\$52,190
52.	Firefighter/Paramedic Step 5		Southern Marin Fire Protection District	Safety	\$175,315	\$73,785
53.	Fire Captain		Novato Fire Protection District	Operations	\$174,428	\$86,889
54.	Safety		Tiburon Fire Protection District	Fire	\$173,696	\$72,106
55.	Captain Step 2		Southern Marin Fire Protection District	Safety	\$173,128	\$82,619
56.	Fire Engineer		Novato Fire Protection District	Operations	\$172,003	\$89,311
57.	Finance Director		Novato Fire Protection District	Organizational Resources & Support	\$171,627	\$68,080
58.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$171,003	\$88,863
59.	Chief Step 1		Southern Marin Fire Protection District	Safety	\$169,400	\$83,561
60.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$167,385	\$68,603
61.	Safety		Tiburon Fire Protection District	Fire	\$166,827	\$63,382
62.	Captain Step 2		Southern Marin Fire Protection District	Safety	\$166,242	\$77,181
63.	Captain Step 2		Southern Marin Fire Protection District	Safety	\$164,921	\$76,640
64.	Fire Engineer		Novato Fire Protection District	Operations	\$164,496	\$89,485
65.	Fire Engineer		Novato Fire Protection District	Operations	\$164,058	\$86,078
66.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$163,542	\$91,446
67.	Firefighter/Paramedic Step 5		Southern Marin Fire Protection District	Safety	\$163,096	\$72,479
68.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$162,295	\$87,534
69.	Firefighter Step 5		Southern Marin Fire Protection District	Safety	\$161,995	\$74,176
70.	Firefighter/Paramedic Step 5		Southern Marin Fire Protection District	Safety	\$160,366	\$51,967

71.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$160,258	\$76,780
72.	Fire Engineer		Novato Fire Protection District	Operations	\$159,570	\$87,265
73.	Fire Engineer		Novato Fire Protection District	Operations	\$157,439	\$89,356
74.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$157,209	\$89,672
75.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$156,575	\$89,541
76.	Fire Captain		Novato Fire Protection District	Operations	\$156,562	\$86,995
77.	Firefighter/Paramedic Step 5		Southern Marin Fire Protection District	Safety	\$152,360	\$58,513
78.	Safety		Tiburon Fire Protection District	Fire	\$151,092	\$67,432
79.	Firefighter Step 5		Southern Marin Fire Protection District	Safety	\$150,797	\$70,192
80.	Engineer		Kentfield Fire Protection District	Operations	\$150,657	\$39,537
81.	Firefighter/Paramedic Step 5		Southern Marin Fire Protection District	Safety	\$150,429	\$42,259
82.	Captain Step 2		Southern Marin Fire Protection District	Safety	\$150,104	\$70,981
83.	Fire Engineer		Novato Fire Protection District	Operations	\$149,831	\$90,819
84.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$149,771	\$88,093
85.	Engineer		Kentfield Fire Protection District	Operations	\$149,033	\$42,649
86.	Safety		Tiburon Fire Protection District	Fire	\$148,919	\$63,287
87.	Safety		Tiburon Fire Protection District	Fire	\$148,562	\$47,742
88.	Engineer		Kentfield Fire Protection District	Operations	\$148,352	\$66,909
89.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$147,099	\$62,159
90.	Firefighter Step 5		Southern Marin Fire Protection District	Safety	\$146,374	\$72,604
91.	Firefighter Step 5		Southern Marin Fire Protection District	Safety	\$145,661	\$74,001
92.	Firefighter Paramedic V		Novato Fire Protection District	Emergency Medical Services	\$145,052	\$64,324
93.	Safety		Tiburon Fire Protection District	Fire	\$144,825	\$59,583

94.	Fire Engineer		Novato Fire Protection District	Operations	\$144,345	\$85,932
95.	Fire Engineer		Novato Fire Protection District	Operations	\$144,089	\$85,784
96.	Firefighter/Paramedic/Engineer Step 5		Southern Marin Fire Protection District	Safety	\$143,669	\$69,558
97.	Safety		Tiburon Fire Protection District	Fire	\$143,616	\$63,846
98.	Fire Engineer		Novato Fire Protection District	Operations	\$143,415	\$89,485
99.	Captain Step 2		Southern Marin Fire Protection District	Safety	\$143,132	\$76,011
100.	Engineer		Kentfield Fire Protection District	Operations	\$142,826	\$66,909