

| | Position | Other Positions Held | Special District | Department | Total Wages |
|-----|-------------------------|-----------------------------|---------------------------------|------------------------------------|--------------------|
| 1. | Fire Batallion Chief | | Novato Fire Protection District | Operations | \$231,902 |
| 2. | Fire Chief | | Novato Fire Protection District | Organizational Resources & Support | \$204,722 |
| 3. | Deputy Fire Chief | | Novato Fire Protection District | Operations | \$204,184 |
| 4. | Fire Batallion Chief | | Novato Fire Protection District | Operations | \$199,386 |
| 5. | Fire Batallion Chief | | Novato Fire Protection District | Operations | \$197,542 |
| 6. | Fire Batallion Chief | | Novato Fire Protection District | Training | \$196,974 |
| 7. | Fire Batallion Chief | | Novato Fire Protection District | Emergency Medical Services | \$181,830 |
| 8. | Fire Batallion Chief | | Novato Fire Protection District | Fire Loss Management | \$172,326 |
| 9. | Fire Captain | | Novato Fire Protection District | Operations | \$161,122 |
| 10. | Fire Captain | | Novato Fire Protection District | Operations | \$160,865 |
| 11. | Fire Captain | | Novato Fire Protection District | Operations | \$155,169 |
| 12. | Fire Captain | | Novato Fire Protection District | Operations | \$154,000 |
| 13. | Fire Captain | | Novato Fire Protection District | Operations | \$153,123 |
| 14. | Fire Captain | | Novato Fire Protection District | Operations | \$151,818 |
| 15. | Fire Captain | | Novato Fire Protection District | Operations | \$151,818 |
| 16. | Fire Captain | | Novato Fire Protection District | Operations | \$150,565 |
| 17. | Fire Captain | | Novato Fire Protection District | Operations | \$150,011 |
| 18. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$147,102 |
| 19. | Fire Captain | | Novato Fire Protection District | Operations | \$145,961 |
| 20. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$145,792 |
| 21. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$145,717 |
| 22. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$144,571 |
| 23. | Fire Captain | | Novato Fire Protection District | Operations | \$144,143 |
| 24. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$143,839 |
| 25. | Fire Captain | | Novato Fire Protection District | Operations | \$143,820 |
| 26. | Fire Captain | | Novato Fire Protection District | Operations | \$143,593 |
| 27. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$142,826 |
| 28. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$142,014 |
| 29. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$141,127 |
| 30. | Fire Captain | | Novato Fire Protection District | Operations | \$140,705 |

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| 31. | Finance Director | | Novato Fire Protection District | Organizational Resources & Support | \$140,654 |
| 32. | Fire Captain | | Novato Fire Protection District | Operations | \$139,899 |
| 33. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$138,395 |
| 34. | Fire Captain | | Novato Fire Protection District | Operations | \$137,499 |
| 35. | Fire Engineer | | Novato Fire Protection District | Operations | \$137,439 |
| 36. | Fire Engineer | | Novato Fire Protection District | Operations | \$137,245 |
| 37. | Fire Captain | | Novato Fire Protection District | Operations | \$136,950 |
| 38. | Fire Engineer | | Novato Fire Protection District | Operations | \$136,600 |
| 39. | Fire Engineer | | Novato Fire Protection District | Operations | \$136,277 |
| 40. | Fire Engineer | | Novato Fire Protection District | Operations | \$135,287 |
| 41. | Fire Engineer | | Novato Fire Protection District | Operations | \$134,258 |
| 42. | Fire Engineer | | Novato Fire Protection District | Operations | \$133,875 |
| 43. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$133,286 |
| 44. | Fire Engineer | | Novato Fire Protection District | Operations | \$133,071 |
| 45. | Fire Engineer | | Novato Fire Protection District | Operations | \$132,082 |
| 46. | Fire Engineer | | Novato Fire Protection District | Operations | \$130,641 |
| 47. | Fire Engineer | | Novato Fire Protection District | Operations | \$130,133 |
| 48. | Fire Engineer | | Novato Fire Protection District | Operations | \$130,030 |
| 49. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$129,449 |
| 50. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$128,234 |
| 51. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$128,069 |
| 52. | Fire Engineer | | Novato Fire Protection District | Operations | \$127,404 |
| 53. | Fire Captain | | Novato Fire Protection District | Operations | \$127,360 |
| 54. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$126,213 |
| 55. | Fire Engineer | | Novato Fire Protection District | Operations | \$125,792 |
| 56. | Fire Engineer | | Novato Fire Protection District | Operations | \$125,267 |
| 57. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$124,773 |
| 58. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$124,002 |
| 59. | Fire Engineer | | Novato Fire Protection District | Operations | \$123,946 |
| 60. | Fire Engineer | | Novato Fire Protection District | Operations | \$123,179 |
| 61. | Fire Engineer | | Novato Fire Protection District | Operations | \$122,884 |

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| 62. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$119,102 |
| 63. | Human Resources Manager | | Novato Fire Protection District | Organizational Resources & Support | \$117,262 |
| 64. | Fire Engineer | | Novato Fire Protection District | Operations | \$116,862 |
| 65. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$115,708 |
| 66. | Fire Engineer | | Novato Fire Protection District | Operations | \$114,921 |
| 67. | Fire Engineer | | Novato Fire Protection District | Operations | \$114,607 |
| 68. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$113,646 |
| 69. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$112,934 |
| 70. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$111,378 |
| 71. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$110,513 |
| 72. | Fire Inspector | | Novato Fire Protection District | Fire Loss Management | \$108,082 |
| 73. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$105,245 |
| 74. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$104,174 |
| 75. | Fire Training Specialist | | Novato Fire Protection District | Training | \$102,287 |
| 76. | Mechanic | | Novato Fire Protection District | Operations | \$100,070 |
| 77. | Firefighter Paramedic 5 | | Novato Fire Protection District | Emergency Medical Services | \$83,938 |
| 78. | Administrative Specialist | | Novato Fire Protection District | Organizational Resources & Support | \$80,069 |
| 79. | Information Analyst | | Novato Fire Protection District | Organizational Resources & Support | \$76,047 |
| 80. | Administrative Specialist | | Novato Fire Protection District | Organizational Resources & Support | \$66,900 |
| 81. | Administrative Specialist | | Novato Fire Protection District | Emergency Medical Services | \$63,390 |
| 82. | Administrative Assistant II | | Novato Fire Protection District | Operations | \$60,905 |
| 83. | Administrative Assistant I | | Novato Fire Protection District | Fire Loss Management | \$51,365 |
| 84. | Billing Clerk - Part Time | | Novato Fire Protection District | Emergency Medical Services | \$36,756 |
| 85. | Fire Inspector - Part Time | | Novato Fire Protection District | Fire Loss Management | \$29,184 |
| 86. | Mechanic - Part Time | | Novato Fire Protection District | Operations | \$18,400 |
| 87. | Director | | Novato Fire Protection District | Board Member | \$2,500 |
| 88. | Director | | Novato Fire Protection District | Board Member | \$2,500 |
| 89. | Director | | Novato Fire Protection District | Board Member | \$2,500 |
| 90. | Director | | Novato Fire Protection District | Board Member | \$2,300 |

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| 91. | Director | | Novato Fire Protection District | Board Member | \$2,100 |
| 92. | Admin Assistant - Part Time | | Novato Fire Protection District | Fire Loss Management | \$608 |