



GFD Pay Plan

Effective: 9-10-22

Exempt	Grade	Rank	Range Min	Market Midpoint	Top of Range
	F09	Deputy Chief	\$88,000	\$112,000	\$136,000
	F08	Assistant Chief	\$82,600	\$99,200	\$115,700
	F07	Battalion Chief	\$73,400	\$86,250	\$99,100

Subject to City Merit Guidelines

	Grade	Rank	Range Min															Top of Range
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Non-Exempt	F06	Captain	Annual \$ 63,107.20	\$ 65,000.00	\$ 66,955.20	\$ 68,806.40	\$ 70,532.80	\$ 71,947.20	\$ 73,382.40	\$ 74,859.20	\$ 76,356.80	\$ 77,875.20	\$ 79,435.20	\$ 81,016.00	\$ 82,638.40	\$ 84,281.60	\$ 85,966.40	
			Hourly \$ 30.34	\$ 31.25	\$ 32.19	\$ 33.08	\$ 33.91	\$ 34.59	\$ 35.28	\$ 35.99	\$ 36.71	\$ 37.44	\$ 38.19	\$ 38.95	\$ 39.73	\$ 40.52	\$ 41.33	
	F05	Lieutenant	Annual \$ 56,347.20	\$ 58,032.00	\$ 59,779.20	\$ 61,568.00	\$ 63,107.20	\$ 64,688.00	\$ 65,977.60	\$ 67,288.00	\$ 68,640.00	\$ 70,012.80	\$ 71,406.40	\$ 72,841.60	\$ 74,297.60	\$ 75,774.40	\$ 77,292.80	
			Hourly \$ 27.09	\$ 27.90	\$ 28.74	\$ 29.60	\$ 30.34	\$ 31.10	\$ 31.72	\$ 32.35	\$ 33.00	\$ 33.66	\$ 34.33	\$ 35.02	\$ 35.72	\$ 36.43	\$ 37.16	
	F04	Fire Specialist	Annual \$ 51,230.40	\$ 52,769.60	\$ 54,350.40	\$ 55,972.80	\$ 57,657.60	\$ 59,238.40	\$ 60,569.60	\$ 61,942.40	\$ 63,190.40	\$ 64,459.20	\$ 65,748.80	\$ 67,059.20	\$ 68,390.40	\$ 69,763.20	\$ 70,803.20	
			Hourly \$ 24.63	\$ 25.37	\$ 26.13	\$ 26.91	\$ 27.72	\$ 28.48	\$ 29.12	\$ 29.78	\$ 30.38	\$ 30.99	\$ 31.61	\$ 32.24	\$ 32.88	\$ 33.54	\$ 34.04	
	F03	Firefighter III	Annual \$ 46,571.20	\$ 47,964.80	\$ 49,400.00	\$ 50,876.80	\$ 52,395.20	\$ 53,830.40	\$ 55,307.20	\$ 56,825.60	\$ 58,094.40	\$ 59,404.80						
		Hourly \$ 22.39	\$ 23.06	\$ 23.75	\$ 24.46	\$ 25.19	\$ 25.88	\$ 26.59	\$ 27.32	\$ 27.93	\$ 28.56							
F02	Firefighter II	Annual \$ 42,328.00	\$ 43,596.80	\$ 44,907.20	\$ 46,259.20	\$ 47,652.80	\$ 48,963.20	\$ 50,190.40										
		Hourly \$ 20.35	\$ 20.96	\$ 21.59	\$ 22.24	\$ 22.91	\$ 23.54	\$ 24.13										
F01	Firefighter I	Annual \$ 38,480.00	\$ 39,644.80	\$ 40,830.40														
		Hourly \$ 18.50	\$ 19.06	\$ 19.63														

Pay Plan Rules:

- 1 **Incentives will be Tracked as Additional Pay on Top of the Base Step Rate [only applicable to nonexempt ranks]**
 - ~ Education [maximum combined incentive - \$1.50/hr.]:
 - ~ Associate degree - \$1.00/hr.
 - ~ Bachelor's degree and above - \$1.50/hr.
 - ~ Paramedic - \$2.00/hr.
 - ~ Shift Training Officer - \$1.50/hr.
 - ~ Prior Military Experience* - \$1.00/hr.
 - ~ Language - \$0.75/hr.
 - ~ Special Teams Stipend:
 - ~ HAZMAT/Rescue Team - \$3,120/yr.
- 2 **Exempt, command staff in grades F07-F08 are eligible for a one-time lump sum incentive of \$4,000.00 upon completion of a bachelor's degree.**
- 3 **Step Placement of Lateral Firefighters at Hire [Must have at least 1 year of prior IFSAC or ProBoard recognized certified firefighter II experience to be considered a lateral hire]:**
 - ~ Grade placement based upon verification of certification and required formal training for position.
 - ~ Must have at least 1 year of experience as a certified firefighter to be graded as F02.
 - ~ Must have at least 2 years of experience as a certified firefighter II to be graded as F03.
 - ~ Step placement within grade based upon qualified prior fire experience as follows:
 - ~ At least 1 but less than 2 years of experience will be hired at step 1 for F02.
 - ~ At least 2 but less than 5 years of experience will be hired at step 2 for F02 OR step 1 for F03.
 - ~ At least 5 but less than 8 years of experience will be hired at step 3 for F02 OR step 2 for F03.
 - ~ At least 8 but less than 11 years of experience will be hired at step 4 for F02 OR step 3 for F03.
 - ~ At least 11 but less than 14 years of experience will be hired at step 5 for F02 OR step 4 for F03.
 - ~ At least 14 years of experience and above will be hired at step 5 for F02 and F03.
- 4 **Promotional Increases Within Non-Exempt Grades/Ranks as Follows:**
 - ~ Promotion to F02/F03/F04: minimum increase to the step that is at or above 2% increase from current rate.
 - ~ Promotion to F05/F06: minimum increase to the step that is at or above 3% increase from current rate.
- 5 **Step Advancement within Non-Exempt Grade/Rank as Follows:**
 - ~ Firefighter I:
 - ~ step 1: no prior certifications or training
 - ~ step 2: upon receiving firefighter OR EMT certification
 - ~ step 3: upon receiving firefighter AND EMT certification
 - ~ F02-F06: Must receive a performance evaluation of "Meets Expectation" or better to advance steps.
 - ~ Employees frozen in step if City does not fund City-level merit/pay plan increases in any fiscal year; COLAs result in step value changes at COLA rate.
 - ~ Employees at top of ranges are only eligible for lump sum increases.
- 6 **Approved educational (degree-seeking) tuition reimbursement: Up to \$5,000 per fiscal year (July 1 - June 30).**
- 7 ***Military experience includes those who have been honorably discharged from military service and those actively serving in Reserve and Guard forces.**

Additional Position Titles by Rank & Grade:

F08	Assistant Fire Chief: Fire Marshal
F07	Battalion Chief: Chief of Training/Chief Medical Coordinator/Deputy Fire Marshal
F06	Fire Captain: Chief Fire Mechanic/Fire Accreditation Manager/Resource Management Officer/Training Officer
F05	Fire Lieutenant: Fire Inspector II/Fire Community Risk Reduction & Education Coordinator
F04	Fire Specialist: Assistant Fire Mechanic/Fire Inspector I
F03	Firefighter III: Firefighter III (EMT)
F02	Firefighter II: Firefighter II (EMT)