



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**

Non-Exempt	Grade	Rank	Range Min															Top of Range
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
	F06	Captain	Annual \$ 63,107.20 Hourly \$ 30.34	\$ 65,000.00 \$ 31.25	\$ 66,955.20 \$ 32.19	\$ 68,806.40 \$ 33.08	\$ 70,532.80 \$ 33.91	\$ 71,947.20 \$ 34.59	<b>\$ 73,382.40</b> \$ 35.28	\$ 74,859.20 \$ 35.99	\$ 76,356.80 \$ 36.71	\$ 77,875.20 \$ 37.44	\$ 79,435.20 \$ 38.19	\$ 81,016.00 \$ 38.95	\$ 82,638.40 \$ 39.73	\$ 84,281.60 \$ 40.52	<b>\$ 85,966.40</b> \$ 41.33	
	F05	Lieutenant	Annual \$ 56,347.20 Hourly \$ 27.09	\$ 58,032.00 \$ 27.90	\$ 59,779.20 \$ 28.74	\$ 61,568.00 \$ 29.60	\$ 63,107.20 \$ 30.34	\$ 64,688.00 \$ 31.10	<b>\$ 65,977.60</b> \$ 31.72	\$ 67,288.00 \$ 32.35	\$ 68,640.00 \$ 33.00	\$ 70,012.80 \$ 33.66	\$ 71,406.40 \$ 34.33	\$ 72,841.60 \$ 35.02	\$ 74,297.60 \$ 35.72	\$ 75,774.40 \$ 36.43	<b>\$ 77,292.80</b> \$ 37.16	
	F04	Fire Specialist	Annual \$ 51,230.40 Hourly \$ 24.63	\$ 52,769.60 \$ 25.37	\$ 54,350.40 \$ 26.13	\$ 55,972.80 \$ 26.91	\$ 57,657.60 \$ 27.72	<b>\$ 59,238.40</b> \$ 28.48	\$ 60,569.60 \$ 29.12	\$ 61,942.40 \$ 29.78	\$ 63,190.40 \$ 30.38	\$ 64,459.20 \$ 30.99	\$ 65,748.80 \$ 31.61	\$ 67,059.20 \$ 32.24	\$ 68,390.40 \$ 32.88	\$ 69,763.20 \$ 33.54	<b>\$ 70,803.20</b> \$ 34.04	
	F03	Firefighter III	Annual \$ 46,571.20 Hourly \$ 22.39	\$ 47,964.80 \$ 23.06	\$ 49,400.00 \$ 23.75	\$ 50,876.80 \$ 24.46	<b>\$ 52,395.20</b> \$ 25.19	\$ 53,830.40 \$ 25.88	\$ 55,307.20 \$ 26.59	\$ 56,825.60 \$ 27.32	\$ 58,094.40 \$ 27.93	\$ 59,404.80 \$ 28.56						
	F02	Firefighter II	Annual \$ 42,328.00 Hourly \$ 20.35	\$ 43,596.80 \$ 20.96	\$ 44,907.20 \$ 21.59	\$ 46,259.20 \$ 22.24	<b>\$ 47,652.80</b> \$ 22.91	\$ 48,963.20 \$ 23.54	\$ 50,190.40 \$ 24.13									
	F01	Firefighter I	Annual \$ 38,480.00 Hourly \$ 18.50	\$ 39,644.80 \$ 19.06	\$ 40,830.40 \$ 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 - \$1.00/hr.
  - ~ Prior Military Experience\* - \$1.00/hr.
  - ~ Language - \$0.75/hr.
  - ~ Shift Training Officer - \$0.75/hr.
  - ~ Special Teams Stipend:
    - ~ HAZMAT/Rescue Team - \$1,560/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:**

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