<table>
<thead>
<tr>
<th>Grade</th>
<th>Rank</th>
<th>Range Min</th>
<th>Top of Range</th>
<th>Market Midpoint</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1</td>
<td>Deputy Chief</td>
<td>$84,600</td>
<td>Subject to City Merit Guidelines</td>
<td>$115,000</td>
</tr>
<tr>
<td>F2</td>
<td>Assistant Chief</td>
<td>$72,470</td>
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<td>$100,590</td>
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<tr>
<td>F3</td>
<td>Battalion Chief</td>
<td>$66,790</td>
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<tr>
<td>F4</td>
<td>Fire Captain</td>
<td>$73,859</td>
<td>$51,122.45</td>
<td>$51,982.74</td>
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<tr>
<td>F5</td>
<td>Fire Lieutenant</td>
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<td>$67,008.03</td>
<td>$61,629.57</td>
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<tr>
<td>F6</td>
<td>Firefighter III</td>
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<td>$53,271.71</td>
<td>$53,187.68</td>
</tr>
<tr>
<td>F7</td>
<td>Battalion Chief</td>
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<td>$84,600</td>
<td>$100,590</td>
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<tr>
<td>F8</td>
<td>Captain</td>
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<td>$71,009.54</td>
<td>$76,400.40</td>
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<tr>
<td>F9</td>
<td>Battalion Chief</td>
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<td></td>
<td></td>
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<tr>
<td>F10</td>
<td>Firefighter III</td>
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<td>$53,187.68</td>
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<tr>
<td>F11</td>
<td>Firefighter II</td>
<td>$46,212.40</td>
<td>$66,972.05</td>
<td>$61,434.88</td>
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<tr>
<td>F12</td>
<td>Firefighter I</td>
<td>$41,267.33</td>
<td>$64,371.42</td>
<td>$69,677.71</td>
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<tr>
<td>F13</td>
<td>Firefighter III</td>
<td>$50,120.09</td>
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<td>$53,187.68</td>
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<tr>
<td>F14</td>
<td>Firefighter II</td>
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<td>$66,972.05</td>
<td>$61,434.88</td>
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<tr>
<td>F15</td>
<td>Firefighter I</td>
<td>$41,267.33</td>
<td>$64,371.42</td>
<td>$69,677.71</td>
</tr>
</tbody>
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Pay Plan Rules:
1. Educational, prior fire service, paramedic, language, and veteran* incentives will be reflected in the step plan as follows:
   - New hire educational and experience incentives: [aggregate cannot exceed two steps]
     - Associate degree/veteran*/qualified prior fire experience - one step;
     - Bachelor’s/Master’s - add two steps
   - Existing employee educational incentive:
     - Employees in steps 1-11: [aggregate cannot exceed two steps]
       - Associate degree - move one step;
       - Bachelor’s w/prior compensated Associate degree - move one additional step;
       - Bachelor’s only - w/o prior compensated Associate degree - move two steps;
       - Master’s - 5% lump sum of gross earnings**
     - F3-F5 employees in Step 12, if F6-F8 employees, or any employee at top of range receive lump sum incentive based on a percentage of gross earnings**: [aggregate cannot exceed 15%]
   - Parametric incentive: Add one step upon certification
   - Language incentive: Add one step upon verified proficiency
   - Approved educational institutional tuition reimbursement: Up to $5,000 per fiscal year
   - Qualified veteran includes those who have been honorably discharged from military service and those actively serving in Reserve and Guard forces.
   - Gross earnings are calculated upon the previous 12-months total earnings, including overtime earnings where applicable
2. Pay Plan accelerates employee compensation to GFD market midpoints and then slows compensation growth
   - Market midpoints are highlighted in bold font
   - Exempt ranks are subject to City of Greenville merit increase rules; non-exempt ranks subject to merit rules after Step 12
3. Minimum promotional increase within Non-Exempt ranks/ranks is to step that is at or above 2% increase from current rate
4. Employees at top of ranges are only eligible for lump sum increases
5. 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

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Effective: July 2020