

| Exempt | Grade | Rank | Range min | Market Midpoint | | Top of range |
|--------|--------------------------|-------------|-------------|------------------------------------|--|---------------|
| | F8 | Fire Chief | \$75,000.00 | Subject to Merit Guidelines | | \$93,750.00 |
| F7 | Assistant Chief | \$65,000.00 | \$81,250.00 | | | \$ 113,750.00 |
| F6 | Chaplain/CRR Cordinator | \$55,000.00 | \$68,750.00 | | | \$ 96,250.00 |
| F5 | Fire Inspector | \$50,000.00 | \$62,250.00 | | | \$ 87,150.00 |
| O1 | Administrative Assistant | \$36,500.00 | \$45,625.00 | | | \$ 63,875.00 |

| Non-Exempt | Grade | Rank | Range min | Market Midpoint | | | | | | | | | | | | Top of range |
|------------|--------------------------|--------|--------------|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|------------------------------------|--------------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | | |
| F4 | Battalion Chief | Annual | \$ 55,000.00 | \$ 56,650.00 | \$ 58,349.50 | \$ 60,099.99 | \$ 61,902.98 | \$ 63,760.07 | \$ 65,035.28 | \$ 66,335.98 | \$ 67,662.70 | \$68,339.33 | \$69,706.11 | \$71,100.24 | Subject to Merit Guidelines | \$ 92,430.00 |
| | | Hourly | \$ 19.96 | \$ 20.56 | \$ 21.17 | \$ 21.81 | \$ 22.46 | \$ 23.14 | \$ 23.60 | \$ 24.07 | \$ 24.55 | \$ 24.80 | \$ 25.29 | \$ 25.80 | | \$ 33.54 |
| F3 | Lieutenant | Annual | \$ 45,186.92 | \$ 46,542.53 | \$ 47,938.81 | \$ 49,376.97 | \$ 50,858.28 | \$ 52,384.03 | \$ 53,431.71 | \$ 54,500.34 | \$ 55,590.35 | \$56,146.25 | \$56,707.72 | \$57,274.79 | Subject to Merit Guidelines | \$ 74,457.22 |
| | | Hourly | \$ 16.40 | \$ 16.88 | \$ 17.39 | \$ 17.92 | \$ 18.00 | \$ 19.01 | \$ 19.39 | \$ 19.78 | \$ 20.17 | \$ 20.37 | \$ 20.58 | \$ 20.78 | | \$ 27.02 |
| F2 | Engineer | Annual | \$ 40,287.73 | \$ 41,496.36 | \$ 42,741.25 | \$ 44,023.49 | \$ 45,344.19 | \$ 46,251.08 | \$ 47,176.10 | \$ 48,119.62 | \$ 48,600.82 | \$49,086.83 | | | | |
| | | Hourly | \$ 14.62 | \$ 15.06 | \$ 15.51 | \$ 15.97 | \$ 16.45 | \$ 16.78 | \$ 17.12 | \$ 17.46 | \$ 17.63 | \$ 17.81 | | | | |
| F1 | Firefighter EMT | Annual | \$ 35,347.75 | \$ 36,408.18 | \$ 37,500.42 | \$ 38,625.44 | \$ 39,397.95 | \$ 40,185.90 | \$ 40,989.62 | | | | | | | |
| | | Hourly | \$ 12.83 | \$ 13.21 | \$ 13.61 | \$ 14.02 | \$ 14.30 | \$ 14.58 | \$ 14.87 | | | | | | | |
| F0 | Probationary Firefighter | Annual | \$ 33,664.52 | \$ 34,674.46 | \$ 35,714.69 | | | | | | | | | | | |
| | | Hourly | \$ 12.21 | \$ 12.58 | \$ 12.96 | | | | | | | | | | | |

This scale reflects wages based on the rank of an employee and the particular step that they currently qualify for.

Each step reflects a period of three years. Every three years the employees' annual evaluations will be reviewed. In order to advance to the next step in a particular rank an employee is required to maintain a satisfactory score of at least a 3 for ALL three annual evaluations.

If a satisfactory score is not maintained, they employee will not be qualified to progress to the next pay step until achieving 3 consecutive years of satisfactory performance appraisals and will only receive a cost-of-living raise.

Upon adoption of this policy existing eligible employees will have the opportunity to advance to up to two higher steps with proof of verifiable emergency services experience, formal education and/or military service. Furthermore, new hires will also be given the opportunity to start at a higher step with proof of the same incentives.

The table below lists the incentives and available steps that each one is worth. Each current employee and/or new hire will be limited to advance two pay steps for incentives. Increased pay steps are based on any combination of incentives indicated on the chart.

The pay plan accelerates employee compensation to the midpoint range and then slows compensation growth.

Minimum promotional increase within non-exempt ranks/grades is to a step that is at or above 2% more than employee's current rate.

| <i>Existing Employee/New Hire Incentive</i> | | |
|---|-------------------------------|--|
| Incentive | # of steps to be added | Additional Information |
| Verifiable firefighting experience | +1 Step | Must have at least 1 year of Verifiable firefighting experience to receive this additional step |
| Veteran | +1 Step | Includes those who have been honorably discharged from military service and those actively serving in reserve and guard forces |
| Associates Degree | +1 Step | May not claim multiple Associates degrees |
| Bachelor's Degree | +1 Step | If already incentivized for Associates degree |
| Bachelor's Degree | +2 Steps | If employee has not been incentivized for associates degree |
| Master's Degree | 5% lump sum of base gross pay | Upon Completion of Degree employee will be moved to a step that is at or above 5% more than current rate. |
| Paramedic Certification | +1 Step | Upon Certification |