

Exempt	Grade	Rank	Range min	Market Midpoint		Top of range	
	F9	Fire Chief	\$ 75,000.00	Subject to Merit Guidelines		\$ 137,812.50	
	F8	Assistant Chief	\$ 68,250.00			\$98,437.50	\$ 119,437.50
	F7	Chaplain/CRR Cordinator	\$ 57,200.00			\$85,312.50	\$ 101,062.50
	F6	CRR Cordinator	\$ 54,600.00			\$72,187.50	\$ 97,387.50
	F5	Fire Inspector	\$ 52,500.00			\$68,827.50	\$ 91,507.50
O1	Administrative Assistant	\$ 38,325.00	\$65,362.50			\$ 67,068.75	
				\$47,906.25			

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	\$ 57,750.00	\$ 59,482.50	\$ 61,266.98	\$ 63,104.98	\$ 64,998.13	\$ 66,948.08	\$ 68,287.04	\$ 69,652.78	\$ 71,045.84	\$71,756.29	\$73,191.42	\$74,655.25	Subject to Merit Guidelines	\$ 92,430.00
			Hourly	\$ 20.95	\$ 21.58	\$ 22.23	\$ 22.90	\$ 23.58	\$ 24.29	\$ 24.78	\$ 25.27	\$ 25.78	\$ 26.04	\$ 26.56	\$ 27.09		\$ 33.54
	F3	Lieutenant	Annual	\$ 47,446.27	\$ 48,869.66	\$ 50,335.75	\$ 51,845.82	\$ 53,401.20	\$ 55,003.23	\$ 56,103.30	\$ 57,225.36	\$ 58,369.87	\$58,953.57	\$59,543.10	\$60,138.53	Subject to Merit Guidelines	\$ 74,457.22
			Hourly	\$ 17.22	\$ 17.73	\$ 18.26	\$ 18.81	\$ 19.38	\$ 19.96	\$ 20.36	\$ 20.76	\$ 21.18	\$ 21.39	\$ 21.60	\$ 21.82		\$ 27.02
	F2	Engineer	Annual	\$ 42,302.12	\$ 43,571.18	\$ 44,878.31	\$ 46,224.66	\$ 47,611.40	\$ 48,563.63	\$ 49,534.90	\$ 50,525.60	\$ 51,030.86	\$51,541.17				
			Hourly	\$ 15.35	\$ 15.81	\$ 16.28	\$ 16.77	\$ 17.28	\$ 17.62	\$ 17.97	\$ 18.33	\$ 18.52	\$ 18.70				
	F1	Firefighter EMT	Annual	\$ 37,115.13	\$ 38,228.59	\$ 39,375.44	\$ 40,556.71	\$ 41,367.84	\$ 42,195.20	\$ 43,039.10							
			Hourly	\$ 13.47	\$ 13.87	\$ 14.29	\$ 14.72	\$ 15.01	\$ 15.31	\$ 15.62							
F0	Probationary Firefighter	Annual	\$ 35,347.75	\$ 36,408.18	\$ 37,500.42												
		Hourly	\$ 12.83	\$ 13.21	\$ 13.61												

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.

Existing Employee/New Hire Incentive		
Incentive	# of steps to be added	Additional Information
Qualified prior fire experience	+1 Step	Required experience to be determined – New Hire only
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	
Paramedic Certification	+1 Step	Upon Certification