



Exempt	Grade	Rank	Range Min		Market Midpoint	Top of Range
	F09	Division Chief	\$109,400			\$131,300
F08	Assistant Chief	\$95,200	Subject to City Merit Guidelines		\$114,200	\$133,300
F07	Battalion Chief	\$88,300			\$103,800	\$119,200

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 \$ 67,433.60	\$ 69,451.20	\$ 71,531.20	\$ 73,507.20	\$ 75,545.60	\$ 77,625.60	\$ 79,560.00	\$ 81,556.80	\$ 83,595.20	\$ 85,675.20	\$ 87,817.60	\$ 89,793.60	\$ 91,811.20	
F05	Lieutenant	Annual \$ 61,859.20	\$ 63,710.40	\$ 65,624.00	\$ 67,600.00	\$ 69,284.80	\$ 71,011.20	\$ 72,425.60	\$ 73,881.60	\$ 75,358.40	\$ 76,856.00	\$ 78,395.20	\$ 79,955.20	\$ 81,556.80	\$ 83,179.20	\$ 84,843.20		
F04	Fire Specialist	Annual \$ 57,803.20	\$ 59,529.60	\$ 61,318.40	\$ 63,148.80	\$ 65,041.60	\$ 66,830.40	\$ 68,328.00	\$ 69,867.20	\$ 71,260.80	\$ 72,696.00	\$ 74,152.00	\$ 75,628.80	\$ 77,147.20	\$ 78,686.40	\$ 79,872.00		
F03	Firefighter III	Annual \$ 54,017.60	\$ 55,640.00	\$ 57,304.00	\$ 59,030.40	\$ 60,798.40	\$ 62,462.40	\$ 64,188.80	\$ 65,956.80	\$ 67,433.60	\$ 68,952.00							
F02	Firefighter II	Annual \$ 50,336.00	\$ 51,854.40	\$ 53,414.40	\$ 54,891.20	\$ 56,264.00	\$ 57,657.60	\$ 59,092.80										
F01	Firefighter I	Annual \$ 45,760.00	\$ 47,132.80	\$ 48,547.20														

- Pay Plan Rules:**
- 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.
 - 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.**
 - 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.
 - 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.
 - 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.
 - Approved educational (degree-seeking) tuition reimbursement: Up to \$5,000 per fiscal year (July 1 - June 30).**
 - *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/Deputy Fire Marshal
F06	Fire Captain: Chief Fire Mechanic/Fire Accreditation Manager/Resource Management Officer/Training Officer/Fire Opioid Program Coordinator/Community Outreach Manager
F05	Fire Lieutenant: Fire Inspector II/Fire Opioid Program Specialist/Assistant Fire Mechanic/Community Outreach Specialist
F04	Fire Specialist: Fire Inspector I
F03	Firefighter III: Firefighter III (EMT)
F02	Firefighter II: Firefighter II (EMT)