

Fiscal Year 2023

Effective 10/1/2022 (4% Adjustment)

Years of Service	FF	DE	LT	CPT
At Hire	\$59,550.77	\$60,741.66		
1	\$63,123.82	\$64,386.16		
3	\$66,280.01	\$67,605.47	\$81,183.50	\$82,807.17
5	\$72,908.01	\$74,366.01	\$89,301.85	\$91,087.89
7	\$79,469.73	\$81,058.95	\$97,339.02	\$99,285.80
9	\$85,827.31	\$87,543.67	\$105,126.14	\$107,228.66
11	\$91,835.22	\$93,671.73	\$112,484.97	\$114,734.67
14	\$96,426.98	\$98,355.31	\$118,109.22	\$120,471.40
18	\$101,248.33	\$103,273.08	\$124,014.68	\$126,494.97

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$60,158.40	\$64,670.02	
1	\$63,767.91	\$68,550.22	\$75,405.24
3	\$66,956.30	\$71,977.73	\$79,175.50
5	\$73,651.93	\$79,175.50	\$87,093.05
7	\$80,280.61	\$86,301.30	\$94,931.43
9	\$86,703.06	\$93,205.40	\$102,525.94
11	\$92,772.27	\$99,729.78	\$109,702.76
14	\$97,410.88	\$104,716.27	\$115,187.90
18	\$102,281.43	\$109,952.08	\$120,947.29

*An employee's base salary will remain the same when there is a lateral move from the line to the bureau. New ranges/steps will be created if needed when this occurs.

6%
5%
10%
9%
8%
7%
5%
5%

<u>Incentives</u>	<u>% Increase</u>
Associate Degree *	5.0%
Bachelor's Degree *	7.5%
Master's Degree *	10.0%
Paramedic	7.0%
HazMat (up to 50)	5.0%
Rescue Cpt (up to 6)	10.0%
Rescue Assignment **	5.0%
Assigned to non-shift ***	5.0%
	Cap = 27% ****

6%
5%
10%
9%
8%
7%
5%
5%

*Only one educational incentive will be added to an employee's base salary.
 **Excluded towards the 27% cap.
 *** Excludes: FMLA, Workers Comp, Administrative Duty, Light Duty, etc.
 ****Cap increased effective October 1, 2022 to 27%