

**Fiscal Year 2024**

**Effective 10/1/2023 (3% Adjustment)**

Years of Service	FF	DE	LT	CPT
<b>At Hire</b>	\$61,337.29	\$62,563.91		
<b>1</b>	\$65,017.53	\$66,317.74		
<b>3</b>	\$68,268.41	\$69,633.63	\$83,619.01	\$85,291.39
<b>5</b>	\$75,095.25	\$76,596.99	\$91,980.91	\$93,820.52
<b>7</b>	\$81,853.82	\$83,490.72	\$100,259.19	\$102,264.37
<b>9</b>	\$88,402.13	\$90,169.98	\$108,279.92	\$110,445.52
<b>11</b>	\$94,590.28	\$96,481.88	\$115,859.52	\$118,176.71
<b>14</b>	\$99,319.79	\$101,305.97	\$121,652.49	\$124,085.54
<b>18</b>	\$104,285.78	\$106,371.27	\$127,735.12	\$130,289.82

Years of Service	FPO 1	FPO 2	FPO 3
<b>At Hire</b>	\$67,227.02	\$72,268.74	
<b>1</b>	\$71,260.64	\$76,604.87	\$84,265.36
<b>3</b>	\$74,823.67	\$80,435.11	\$88,478.62
<b>5</b>	\$82,306.03	\$88,478.62	\$97,326.49
<b>7</b>	\$89,713.58	\$96,441.70	\$106,085.87
<b>9</b>	\$96,890.66	\$104,157.04	\$114,572.74
<b>11</b>	\$103,673.01	\$111,448.03	\$122,592.83
<b>14</b>	\$108,856.66	\$117,020.43	\$128,722.47
<b>18</b>	\$114,299.49	\$122,871.45	\$135,158.60

\*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%