

Fiscal Year 2025

Effective 10/1/2024 (3% Adjustment)

Years of Service	FF	DE	LT	CPT
At Hire	\$63,177.41	\$64,440.83		
1	\$66,968.06	\$68,307.27		
3	\$70,316.46	\$71,722.64	\$86,127.58	\$87,850.13
5	\$77,348.11	\$78,894.90	\$94,740.33	\$96,635.14
7	\$84,309.44	\$85,995.44	\$103,266.96	\$105,332.30
9	\$91,054.19	\$92,875.08	\$111,528.32	\$113,758.89
11	\$97,427.99	\$99,376.33	\$119,335.30	\$121,722.01
14	\$102,299.38	\$104,345.15	\$125,302.07	\$127,808.11
18	\$107,414.35	\$109,562.41	\$131,567.17	\$134,198.51

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

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$69,243.83	\$74,436.81	
1	\$73,398.46	\$78,903.01	\$86,793.32
3	\$77,068.38	\$82,848.17	\$91,132.98
5	\$84,775.22	\$91,132.98	\$100,246.28
7	\$92,404.99	\$99,334.95	\$109,268.45
9	\$99,797.38	\$107,281.75	\$118,009.92
11	\$106,783.20	\$114,791.47	\$126,270.62
14	\$112,122.36	\$120,531.04	\$132,584.15
18	\$117,728.48	\$126,557.59	\$139,213.35

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

*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.

<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% ****	

*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%