

**Fiscal Year 2026**

**Effective 10/1/2025 (3% Adjustment)**

Years of Service	FF	DE	LT	CPT
<b>At Hire</b>	\$65,072.74	\$66,374.05		
1	\$68,977.10	\$70,356.49		
3	\$72,425.95	\$73,874.32	\$88,711.40	\$90,485.63
5	\$79,668.55	\$81,261.75	\$97,582.54	\$99,534.19
7	\$86,838.72	\$88,575.31	\$106,364.97	\$108,492.27
9	\$93,785.82	\$95,661.33	\$114,874.17	\$117,171.65
11	\$100,350.82	\$102,357.62	\$122,915.36	\$125,373.67
13	\$105,368.37	\$107,475.51	\$129,061.13	\$131,642.35
15	\$110,636.78	\$112,849.28	\$135,514.19	\$138,224.47

<u>Incentives</u>	<u>Increase</u>
6% Associate Degree *	5.0%
5% Hired after ratification	\$3,000
10% Bachelor's Degree *	7.5%
9% Hired after ratification	\$5,000
8% Master's Degree *	10.0%
7% Hired after ratification	\$7,000
5% Paramedic	7.0%
5% HazMat (up to 50)	5.0%
Rescue Cpt (up to 6)	10.0%
Rescue Assignment	5.0%
6% Assigned to non-shift	5.0%
5%	
10% SWAT/Medic (up to 6)	\$1,000.00 Annually
9%	\$38.46 Bi-Weekly
8% FTO (up to 18)	\$1,000.00 Annually
7%	\$38.46 Bi-Weekly

5% \*Only one educational incentive will be added to an employee's base salary.

\*\*Cap increased effective October 1, 2022 to 27%

Years of Service	FPO 1	FPO 2	FPO 3
<b>At Hire</b>	\$71,321.14	\$76,669.91	\$84,336.90
1	\$75,600.41	\$81,270.11	\$89,397.12
3	\$79,380.43	\$85,333.61	\$93,866.97
5	\$87,318.47	\$93,866.97	\$103,253.67
7	\$95,177.13	\$102,315.00	\$112,546.50
9	\$102,791.31	\$110,500.20	\$121,550.22
11	\$109,986.70	\$118,235.21	\$130,058.73
13	\$115,486.03	\$124,146.97	\$136,561.67
15	\$121,260.33	\$130,354.32	\$143,389.76

**Fiscal Year 2026**

**Effective 10/1/2025 (3% Adjustment)**

**Shift (2423.20 hours)**

Years of Service	Firefighter-FF	Driver/Engineer-DE	Fire Lieutenant - LT	Captain - CPT
<b>At Hire</b>	\$65,072.74	\$66,374.05		
	\$26.85	\$27.39		
<b>1</b>	\$68,977.10	\$70,356.49		
	\$28.47	\$29.03		
<b>3</b>	\$72,425.95	\$73,874.32	\$88,711.40	\$90,485.63
	\$29.89	\$30.49	\$36.61	\$37.34
<b>5</b>	\$79,668.55	\$81,261.75	\$97,582.54	\$99,534.19
	\$32.88	\$33.53	\$40.27	\$41.08
<b>7</b>	\$86,838.72	\$88,575.31	\$106,364.97	\$108,492.27
	\$35.84	\$36.55	\$43.89	\$44.77
<b>9</b>	\$93,785.82	\$95,661.33	\$114,874.17	\$117,171.65
	\$38.70	\$39.48	\$47.41	\$48.35
<b>11</b>	\$100,350.82	\$102,357.62	\$122,915.36	\$125,373.67
	\$41.41	\$42.24	\$50.72	\$51.74
<b>13</b>	\$105,368.37	\$107,475.51	\$129,061.13	\$131,642.35
	\$43.48	\$44.35	\$53.26	\$54.33
<b>15</b>	\$110,636.78	\$112,849.28	\$135,514.19	\$138,224.47
	\$45.66	\$46.57	\$55.92	\$57.04

**Non-Shift (2080 Hours)**

Years of Service	Firefighter - FFN	Driver/Engineer- DEN	Fire Lieutenant- LTN	Captain - CPTN
<b>At Hire</b>	\$65,072.74	\$66,374.05		
	\$31.28	\$31.91		
<b>1</b>	\$68,977.10	\$70,356.49		
	\$33.16	\$33.83		
<b>3</b>	\$72,425.95	\$73,874.32	\$88,711.40	\$90,485.63
	\$34.82	\$35.52	\$42.65	\$43.50
<b>5</b>	\$79,668.55	\$81,261.75	\$97,582.54	\$99,534.19
	\$38.30	\$39.07	\$46.91	\$47.85
<b>7</b>	\$86,838.72	\$88,575.31	\$106,364.97	\$108,492.27
	\$41.75	\$42.58	\$51.14	\$52.16
<b>9</b>	\$93,785.82	\$95,661.33	\$114,874.17	\$117,171.65
	\$45.09	\$45.99	\$55.23	\$56.33
<b>11</b>	\$100,350.82	\$102,357.62	\$122,915.36	\$125,373.67
	\$48.25	\$49.21	\$59.09	\$60.28
<b>13</b>	\$105,368.37	\$107,475.51	\$129,061.13	\$131,642.35
	\$50.66	\$51.67	\$62.05	\$63.29
<b>15</b>	\$110,636.78	\$112,849.28	\$135,514.19	\$138,224.47
	\$53.19	\$54.25	\$65.15	\$66.45

All 2080 Hours Annually

Years of Service	FPO 1	FPO 2	FPO 3
<b>At Hire</b>	\$71,321.14	\$76,669.91	\$84,336.90
	\$34.29	\$36.86	\$40.55
<b>1</b>	\$75,600.41	\$81,270.11	\$89,397.12
	\$36.35	\$39.07	\$42.98
<b>3</b>	\$79,380.43	\$85,333.61	\$93,866.97
	\$38.16	\$41.03	\$45.13
<b>5</b>	\$87,318.47	\$93,866.97	\$103,253.67
	\$41.98	\$45.13	\$49.64
<b>7</b>	\$95,177.13	\$102,315.00	\$112,546.50
	\$45.76	\$49.19	\$54.11
<b>9</b>	\$102,791.31	\$110,500.20	\$121,550.22
	\$49.42	\$53.13	\$58.44
<b>11</b>	\$109,986.70	\$118,235.21	\$130,058.73
	\$52.88	\$56.84	\$62.53
<b>13</b>	\$115,486.03	\$124,146.97	\$136,561.67
	\$55.52	\$59.69	\$65.65
<b>15</b>	\$121,260.33	\$130,354.32	\$143,389.76
	\$58.30	\$62.67	\$68.94

**Fiscal Year 2027**

**Effective 10/1/2026 (4% Adjustment)**

Years of Service	FF	DE	LT	CPT
<b>At Hire</b>	\$67,675.65	\$69,029.01		
1	\$71,736.18	\$73,170.75		
3	\$75,322.99	\$76,829.29	\$92,259.86	\$94,105.06
5	\$82,855.29	\$84,512.22	\$101,485.85	\$103,515.56
7	\$90,312.27	\$92,118.32	\$110,619.57	\$112,831.96
9	\$97,537.25	\$99,487.78	\$119,469.14	\$121,858.52
11	\$104,364.86	\$106,451.93	\$127,831.98	\$130,388.62
13	\$109,583.10	\$111,774.53	\$134,223.58	\$136,908.05
15	\$115,062.26	\$117,363.25	\$140,934.75	\$143,753.45

<b>Incentives</b>	<b>Increase</b>
6% Associate Degree *	5.0%
5% Hired after ratification	\$3,000
10% Bachelor's Degree *	7.5%
9% Hired after ratification	\$5,000
8% Master's Degree *	10.0%
7% Hired after ratification	\$7,000
5% Paramedic	7.0%
5% HazMat (up to 50)	5.0%
Rescue Cpt (up to 6)	10.0%
Rescue Assignment	5.0%
6% Assigned to non-shift	5.0%
5% SWAT/Medic (up to 6)	\$1,000.00 Annually \$38.46 Bi-Weekly
10% FTO (up to 18)	\$1,000.00 Annually \$38.46 Bi-Weekly

Years of Service	FPO 1	FPO 2	FPO 3
<b>At Hire</b>	\$74,173.99	\$79,736.71	\$87,710.38
1	\$78,624.43	\$84,520.91	\$92,973.00
3	\$82,555.65	\$88,746.96	\$97,621.65
5	\$90,811.21	\$97,621.65	\$107,383.82
7	\$98,984.22	\$106,407.60	\$117,048.36
9	\$106,902.96	\$114,920.21	\$126,412.23
11	\$114,386.16	\$122,964.62	\$135,261.08
13	\$120,105.47	\$129,112.85	\$142,024.14
15	\$126,110.75	\$135,568.50	\$149,125.35

5% \*Only one educational incentive will be added to an employee's base salary.

5% \*\*Cap increased effective October 1, 2022 to 27%

**Fiscal Year 2027**

**Effective 10/1/2026 (3% Adjustment)**

**Shift (2423.20 hours)**

Years of Service	Firefighter-FF	Driver/Engineer-DE	Fire Lieutenant - LT	Captain - CPT
<b>At Hire</b>	\$67,675.65	\$69,029.01		
	\$27.93	\$28.49		
<b>1</b>	\$71,736.18	\$73,170.75		
	\$29.60	\$30.20		
<b>3</b>	\$75,322.99	\$76,829.29	\$92,259.86	\$94,105.06
	\$31.08	\$31.71	\$38.07	\$38.84
<b>5</b>	\$82,855.29	\$84,512.22	\$101,485.85	\$103,515.56
	\$34.19	\$34.88	\$41.88	\$42.72
<b>7</b>	\$90,312.27	\$92,118.32	\$110,619.57	\$112,831.96
	\$37.27	\$38.02	\$45.65	\$46.56
<b>9</b>	\$97,537.25	\$99,487.78	\$119,469.14	\$121,858.52
	\$40.25	\$41.06	\$49.30	\$50.29
<b>11</b>	\$104,364.86	\$106,451.93	\$127,831.98	\$130,388.62
	\$43.07	\$43.93	\$52.75	\$53.81
<b>13</b>	\$109,583.10	\$111,774.53	\$134,223.58	\$136,908.05
	\$45.22	\$46.13	\$55.39	\$56.50
<b>15</b>	\$115,062.26	\$117,363.25	\$140,934.75	\$143,753.45
	\$47.48	\$48.43	\$58.16	\$59.32

**Non-Shift (2080 Hours)**

Years of Service	Firefighter - FFN	Driver/Engineer- DEN	Fire Lieutenant- LTN	Captain - CPTN
<b>At Hire</b>	\$67,675.65	\$69,029.01		
	\$32.54	\$33.19		
<b>1</b>	\$71,736.18	\$73,170.75		
	\$34.49	\$35.18		
<b>3</b>	\$75,322.99	\$76,829.29	\$92,259.86	\$94,105.06
	\$36.21	\$36.94	\$44.36	\$45.24
<b>5</b>	\$82,855.29	\$84,512.22	\$101,485.85	\$103,515.56
	\$39.83	\$40.63	\$48.79	\$49.77
<b>7</b>	\$90,312.27	\$92,118.32	\$110,619.57	\$112,831.96
	\$43.42	\$44.29	\$53.18	\$54.25
<b>9</b>	\$97,537.25	\$99,487.78	\$119,469.14	\$121,858.52
	\$46.89	\$47.83	\$57.44	\$58.59
<b>11</b>	\$104,364.86	\$106,451.93	\$127,831.98	\$130,388.62
	\$50.18	\$51.18	\$61.46	\$62.69
<b>13</b>	\$109,583.10	\$111,774.53	\$134,223.58	\$136,908.05
	\$52.68	\$53.74	\$64.53	\$65.82
<b>15</b>	\$115,062.26	\$117,363.25	\$140,934.75	\$143,753.45
	\$55.32	\$56.42	\$67.76	\$69.11

All 2080 Hours Annually

Years of Service	FPO 1	FPO 2	FPO 3
<b>At Hire</b>	\$74,173.99	\$79,736.71	\$87,710.38
	\$35.66	\$38.33	\$42.17
<b>1</b>	\$78,624.43	\$84,520.91	\$92,973.00
	\$37.80	\$40.64	\$44.70
<b>3</b>	\$82,555.65	\$88,746.96	\$97,621.65
	\$39.69	\$42.67	\$46.93
<b>5</b>	\$90,811.21	\$97,621.65	\$107,383.82
	\$43.66	\$46.93	\$51.63
<b>7</b>	\$98,984.22	\$106,407.60	\$117,048.36
	\$47.59	\$51.16	\$56.27
<b>9</b>	\$106,902.96	\$114,920.21	\$126,412.23
	\$51.40	\$55.25	\$60.78
<b>11</b>	\$114,386.16	\$122,964.62	\$135,261.08
	\$54.99	\$59.12	\$65.03
<b>13</b>	\$120,105.47	\$129,112.85	\$142,024.14
	\$57.74	\$62.07	\$68.28
<b>15</b>	\$126,110.75	\$135,568.50	\$149,125.35
	\$60.63	\$65.18	\$71.69

**Fiscal Year 2028**

**Effective 10/1/2027 (3% Adjustment)**

Years of Service	FF	DE	LT	CPT
<b>At Hire</b>	\$70,382.67	\$71,790.17		
1	\$74,605.63	\$76,097.58		
3	\$78,335.91	\$79,902.46	\$95,950.25	\$97,869.26
5	\$86,169.50	\$87,892.71	\$105,545.28	\$107,656.18
7	\$93,924.76	\$95,803.05	\$115,044.35	\$117,345.24
9	\$101,438.74	\$103,467.30	\$124,247.90	\$126,732.86
11	\$108,539.45	\$110,710.01	\$132,945.26	\$135,604.16
13	\$113,966.42	\$116,245.51	\$139,592.52	\$142,384.37
15	\$119,664.75	\$122,057.78	\$146,572.14	\$149,503.59

<b>Incentives</b>	<b>Increase</b>
Associate Degree *	5.0%
Hired after ratification	\$3,000
Bachelor's Degree *	7.5%
Hired after ratification	\$5,000
Master's Degree *	10.0%
Hired after ratification	\$7,000
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%
SWAT/Medic (up to 6)	\$1,000.00 Annually \$38.46 Bi-Weekly
FTO (up to 18)	\$1,000.00 Annually \$38.46 Bi-Weekly

Years of Service	FPO 1	FPO 2	FPO 3
<b>At Hire</b>	\$77,140.95	\$82,926.18	\$91,218.79
1	\$81,769.40	\$87,901.75	\$96,691.92
3	\$85,857.87	\$92,296.83	\$101,526.52
5	\$94,443.66	\$101,526.52	\$111,679.17
7	\$102,943.59	\$110,663.90	\$121,730.29
9	\$111,179.08	\$119,517.02	\$131,468.72
11	\$118,961.61	\$127,883.21	\$140,671.53
13	\$124,909.69	\$134,277.37	\$147,705.10
15	\$131,155.18	\$140,991.23	\$155,090.36

5% \*Only one educational incentive will be added to an employee's base salary.  
5% \*\*Cap increased effective October 1, 2022 to 27%

**Fiscal Year 2028**

**Effective 10/1/2027 (3% Adjustment)**

**Shift (2423.20 hours)**

Years of Service	Firefighter-FF	Driver/Engineer-DE	Fire Lieutenant - LT	Captain - CPT
<b>At Hire</b>	\$70,382.67	\$71,790.17		
	\$29.05	\$29.63		
<b>1</b>	\$74,605.63	\$76,097.58		
	\$30.79	\$31.40		
<b>3</b>	\$78,335.91	\$79,902.46	\$95,950.25	\$97,869.26
	\$32.33	\$32.97	\$39.60	\$40.39
<b>5</b>	\$86,169.50	\$87,892.71	\$105,545.28	\$107,656.18
	\$35.56	\$36.27	\$43.56	\$44.43
<b>7</b>	\$93,924.76	\$95,803.05	\$115,044.35	\$117,345.24
	\$38.76	\$39.54	\$47.48	\$48.43
<b>9</b>	\$101,438.74	\$103,467.30	\$124,247.90	\$126,732.86
	\$41.86	\$42.70	\$51.27	\$52.30
<b>11</b>	\$108,539.45	\$110,710.01	\$132,945.26	\$135,604.16
	\$44.79	\$45.69	\$54.86	\$55.96
<b>13</b>	\$113,966.42	\$116,245.51	\$139,592.52	\$142,384.37
	\$47.03	\$47.97	\$57.61	\$58.76
<b>15</b>	\$119,664.75	\$122,057.78	\$146,572.14	\$149,503.59
	\$49.38	\$50.37	\$60.49	\$61.70

**Non-Shift (2080 Hours)**

Years of Service	Firefighter - FFN	Driver/Engineer- DEN	Fire Lieutenant- LTN	Captain - CPTN
<b>At Hire</b>	\$70,382.67	\$71,790.17		
	\$33.84	\$34.51		
<b>1</b>	\$74,605.63	\$76,097.58		
	\$35.87	\$36.59		
<b>3</b>	\$78,335.91	\$79,902.46	\$95,950.25	\$97,869.26
	\$37.66	\$38.41	\$46.13	\$47.05
<b>5</b>	\$86,169.50	\$87,892.71	\$105,545.28	\$107,656.18
	\$41.43	\$42.26	\$50.74	\$51.76
<b>7</b>	\$93,924.76	\$95,803.05	\$115,044.35	\$117,345.24
	\$45.16	\$46.06	\$55.31	\$56.42
<b>9</b>	\$101,438.74	\$103,467.30	\$124,247.90	\$126,732.86
	\$48.77	\$49.74	\$59.73	\$60.93
<b>11</b>	\$108,539.45	\$110,710.01	\$132,945.26	\$135,604.16
	\$52.18	\$53.23	\$63.92	\$65.19
<b>13</b>	\$113,966.42	\$116,245.51	\$139,592.52	\$142,384.37
	\$54.79	\$55.89	\$67.11	\$68.45
<b>15</b>	\$119,664.75	\$122,057.78	\$146,572.14	\$149,503.59
	\$57.53	\$58.68	\$70.47	\$71.88

All 2080 Hours Annually

Years of Service	FPO 1	FPO 2	FPO 3
<b>At Hire</b>	\$77,140.95	\$82,926.18	\$91,218.79
	\$37.09	\$39.87	\$43.86
<b>1</b>	\$81,769.40	\$87,901.75	\$96,691.92
	\$39.31	\$42.26	\$46.49
<b>3</b>	\$85,857.87	\$92,296.83	\$101,526.52
	\$41.28	\$44.37	\$48.81
<b>5</b>	\$94,443.66	\$101,526.52	\$111,679.17
	\$45.41	\$48.81	\$53.69
<b>7</b>	\$102,943.59	\$110,663.90	\$121,730.29
	\$49.49	\$53.20	\$58.52
<b>9</b>	\$111,179.08	\$119,517.02	\$131,468.72
	\$53.45	\$57.46	\$63.21
<b>11</b>	\$118,961.61	\$127,883.21	\$140,671.53
	\$57.19	\$61.48	\$67.63
<b>13</b>	\$124,909.69	\$134,277.37	\$147,705.10
	\$60.05	\$64.56	\$71.01
<b>15</b>	\$131,155.18	\$140,991.23	\$155,090.36
	\$63.06	\$67.78	\$74.56