

**Fiscal Year 2026**

**Effective 01/05/2026 (4% Adjustment)**

Years of Service	FF	DE	LT	CPT
<b>At Hire</b>	\$65,704.51	\$67,018.46		
<b>1</b>	\$69,646.78	\$71,039.56		
<b>3</b>	\$73,129.12	\$74,591.55	\$89,572.68	\$91,364.14
<b>5</b>	\$80,442.03	\$82,050.70	\$98,529.94	\$100,500.55
<b>7</b>	\$87,681.82	\$89,435.26	\$107,397.64	\$109,545.59
<b>9</b>	\$94,696.36	\$96,590.08	\$115,989.45	\$118,309.25
<b>11</b>	\$101,325.11	\$103,351.38	\$124,108.71	\$126,590.89
<b>14</b>	\$106,391.36	\$108,518.96	\$130,314.15	\$132,920.43
<b>16</b>	\$111,710.92	\$113,944.91	\$136,861.06	\$139,566.45

Years of Service	FPO 1	FPO 2	FPO 3
<b>At Hire</b>	\$72,013.58	\$77,414.28	
<b>1</b>	\$76,334.40	\$82,059.13	\$90,265.05
<b>3</b>	\$80,151.12	\$86,162.10	\$94,778.30
<b>5</b>	\$88,166.23	\$94,778.30	\$104,256.13
<b>7</b>	\$96,101.19	\$103,308.35	\$113,639.19
<b>9</b>	\$103,789.28	\$111,573.02	\$122,730.32
<b>11</b>	\$111,054.53	\$119,383.13	\$131,321.44
<b>14</b>	\$116,607.25	\$125,352.28	\$137,887.52
<b>16</b>	\$122,437.62	\$131,619.89	\$144,781.88

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

Incentives	Increase
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%
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

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

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

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