

**Fiscal Year 2026**

Effective 01/05/2026 (4% Adjustment)

Shift (2423.20 hours)

Years of Service	Firefighter-FF	Driver/Engineer-DE	Fire Lieutenant-LT	Captain - CPT
<b>At Hire</b>	\$65,704.51	\$67,018.46		
	\$27.11	\$27.66		
<b>1</b>	\$69,646.78	\$71,039.56		
	\$28.74	\$29.32		
<b>3</b>	\$73,129.12	\$74,591.55	\$89,572.68	\$91,364.14
	\$30.18	\$30.78	\$36.96	\$37.70
<b>5</b>	\$80,442.03	\$82,050.70	\$98,529.94	\$100,500.55
	\$33.20	\$33.86	\$40.66	\$41.47
<b>7</b>	\$87,681.82	\$89,435.26	\$107,397.64	\$109,545.59
	\$36.18	\$36.91	\$44.32	\$45.21
<b>9</b>	\$94,696.36	\$96,590.08	\$115,989.45	\$118,309.25
	\$39.08	\$39.86	\$47.87	\$48.82
<b>11</b>	\$101,325.11	\$103,351.38	\$124,108.71	\$126,590.89
	\$41.81	\$42.65	\$51.22	\$52.24
<b>14</b>	\$106,391.36	\$108,518.96	\$130,314.15	\$132,920.43
	\$43.91	\$44.78	\$53.78	\$54.85
<b>16</b>	\$111,710.92	\$113,944.91	\$136,861.06	\$139,566.45
	\$46.10	\$47.02	\$56.48	\$57.60

Non-Shift (2080 Hours)

Years of Service	Firefighter - FFN	Driver/Engineer-DEN	Fire Lieutenant-LTN	Captain - CPTN
<b>At Hire</b>	\$65,704.51	\$67,018.46		
	\$31.59	\$32.22		
<b>1</b>	\$69,646.78	\$71,039.56		
	\$33.48	\$34.15		
<b>3</b>	\$73,129.12	\$74,591.55	\$89,572.68	\$91,364.14
	\$35.16	\$35.86	\$43.06	\$43.93
<b>5</b>	\$80,442.03	\$82,050.70	\$98,529.94	\$100,500.55
	\$38.67	\$39.45	\$47.37	\$48.32
<b>7</b>	\$87,681.82	\$89,435.26	\$107,397.64	\$109,545.59
	\$42.15	\$43.00	\$51.63	\$52.67
<b>9</b>	\$94,696.36	\$96,590.08	\$115,989.45	\$118,309.25
	\$45.53	\$46.44	\$55.76	\$56.88
<b>11</b>	\$101,325.11	\$103,351.38	\$124,108.71	\$126,590.89
	\$48.71	\$49.69	\$59.67	\$60.86
<b>14</b>	\$106,391.36	\$108,518.96	\$130,314.15	\$132,920.43
	\$51.15	\$52.17	\$62.65	\$63.90
<b>16</b>	\$111,710.92	\$113,944.91	\$136,861.06	\$139,566.45
	\$53.71	\$54.78	\$65.80	\$67.10

All 2080 Hours Annually

Years of Service	FPO 1	FPO 2	FPO 3
<b>At Hire</b>	\$72,013.58	\$77,414.28	\$0.00
	\$34.62	\$37.22	\$0.00
<b>1</b>	\$76,334.40	\$82,059.13	\$90,265.05
	\$36.70	\$39.45	\$43.40
<b>3</b>	\$80,151.12	\$86,162.10	\$94,778.30
	\$38.53	\$41.42	\$45.57
<b>5</b>	\$88,166.23	\$94,778.30	\$104,256.13
	\$42.39	\$45.57	\$50.12
<b>7</b>	\$96,101.19	\$103,308.35	\$113,639.19
	\$46.20	\$49.67	\$54.63
<b>9</b>	\$103,789.28	\$111,573.02	\$122,730.32
	\$49.90	\$53.64	\$59.00
<b>11</b>	\$111,054.53	\$119,383.13	\$131,321.44
	\$53.39	\$57.40	\$63.14
<b>14</b>	\$116,607.25	\$125,352.28	\$137,887.52
	\$56.06	\$60.27	\$66.29
<b>16</b>	\$122,437.62	\$131,619.89	\$144,781.88
	\$58.86	\$63.28	\$69.61