

Fiscal Year 2027

Effective 10/1/2026 (4% Adjustment)

Years of Service	FF	DE	LT	CPT
At Hire	\$68,332.69	\$69,699.20		
1	\$72,432.65	\$73,881.14		
3	\$76,054.28	\$77,575.21	\$93,155.59	\$95,018.70
5	\$83,659.72	\$85,332.72	\$102,471.14	\$104,520.57
7	\$91,189.09	\$93,012.67	\$111,693.54	\$113,927.42
9	\$98,484.21	\$100,453.69	\$120,629.03	\$123,041.62
11	\$105,378.11	\$107,485.44	\$129,073.06	\$131,654.53
14	\$110,647.01	\$112,859.71	\$135,526.72	\$138,237.25
16	\$116,179.36	\$118,502.70	\$142,335.50	\$145,149.11

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$74,894.13	\$80,510.85	
1	\$79,387.77	\$85,341.50	\$93,875.65
3	\$83,357.16	\$89,608.58	\$98,569.43
5	\$91,692.88	\$98,569.43	\$108,426.38
7	\$99,945.24	\$107,440.68	\$118,184.76
9	\$107,940.85	\$116,035.94	\$127,639.53
11	\$115,496.71	\$124,158.45	\$136,574.30
14	\$121,271.54	\$130,366.37	\$143,403.02
16	\$127,335.12	\$136,884.69	\$150,573.16

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%

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%