

Fiscal Year 2028

Effective 10/1/2027 (4% Adjustment)

| Years of Service | FF | DE | LT | CPT |
|------------------|--------------|--------------|--------------|--------------|
| At Hire | \$71,065.99 | \$72,487.17 | | |
| 1 | \$75,329.96 | \$76,836.39 | | |
| 3 | \$79,096.45 | \$80,678.22 | \$96,881.81 | \$98,819.45 |
| 5 | \$87,006.10 | \$88,746.03 | \$106,569.99 | \$108,701.39 |
| 7 | \$94,836.65 | \$96,733.17 | \$116,161.29 | \$118,484.51 |
| 9 | \$102,423.58 | \$104,471.83 | \$125,454.19 | \$127,963.28 |
| 11 | \$109,593.24 | \$111,784.86 | \$134,235.98 | \$136,920.71 |
| 14 | \$115,072.89 | \$117,374.10 | \$140,947.79 | \$143,766.74 |
| 16 | \$120,826.54 | \$123,242.81 | \$148,028.92 | \$150,955.07 |

| Years of Service | FPO 1 | FPO 2 | FPO 3 |
|------------------|--------------|--------------|--------------|
| At Hire | \$77,889.89 | \$83,731.29 | |
| 1 | \$82,563.29 | \$88,755.16 | \$97,630.68 |
| 3 | \$86,691.45 | \$93,192.92 | \$102,512.21 |
| 5 | \$95,360.59 | \$102,512.21 | \$112,763.43 |
| 7 | \$103,943.05 | \$111,738.31 | \$122,912.15 |
| 9 | \$112,258.48 | \$120,677.38 | \$132,745.11 |
| 11 | \$120,116.58 | \$129,124.79 | \$142,037.27 |
| 14 | \$126,122.41 | \$135,581.03 | \$149,139.14 |
| 16 | \$132,428.53 | \$142,360.08 | \$156,596.09 |

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%