

Fiscal Year 2028

Effective 10/1/2027 (4% Adjustment)

Shift (2423.20 hours)

Years of Service	Firefighter-FF	Driver/Engineer-DE	Fire Lieutenant-LT	Captain-CPT
At Hire	\$71,065.99	\$72,487.17		
	\$29.33	\$29.91		
1	\$75,329.96	\$76,836.39		
	\$31.09	\$31.71		
3	\$79,096.45	\$80,678.22	\$96,881.81	\$98,819.45
	\$32.64	\$33.29	\$39.98	\$40.78
5	\$87,006.10	\$88,746.03	\$106,569.99	\$108,701.39
	\$35.91	\$36.62	\$43.98	\$44.86
7	\$94,836.65	\$96,733.17	\$116,161.29	\$118,484.51
	\$39.14	\$39.92	\$47.94	\$48.90
9	\$102,423.58	\$104,471.83	\$125,454.19	\$127,963.28
	\$42.27	\$43.11	\$51.77	\$52.81
11	\$109,593.24	\$111,784.86	\$134,235.98	\$136,920.71
	\$45.23	\$46.13	\$55.40	\$56.50
14	\$115,072.89	\$117,374.10	\$140,947.79	\$143,766.74
	\$47.49	\$48.44	\$58.17	\$59.33
16	\$120,826.54	\$123,242.81	\$148,028.92	\$150,955.07
	\$49.86	\$50.86	\$61.09	\$62.30

Non-Shift (2080 Hours)

Years of Service	Firefighter-FFN	Driver/Engineer-DEN	Fire Lieutenant-LTN	Captain-CPTN
At Hire	\$71,065.99	\$72,487.17		
	\$34.17	\$34.85		
1	\$75,329.96	\$76,836.39		
	\$36.22	\$36.94		
3	\$79,096.45	\$80,678.22	\$96,881.81	\$98,819.45
	\$38.03	\$38.79	\$46.58	\$47.51
5	\$87,006.10	\$88,746.03	\$106,569.99	\$108,701.39
	\$41.83	\$42.67	\$51.24	\$52.26
7	\$94,836.65	\$96,733.17	\$116,161.29	\$118,484.51
	\$45.59	\$46.51	\$55.85	\$56.96
9	\$102,423.58	\$104,471.83	\$125,454.19	\$127,963.28
	\$49.24	\$50.23	\$60.31	\$61.52
11	\$109,593.24	\$111,784.86	\$134,235.98	\$136,920.71
	\$52.69	\$53.74	\$64.54	\$65.83
14	\$115,072.89	\$117,374.10	\$140,947.79	\$143,766.74
	\$55.32	\$56.43	\$67.76	\$69.12
16	\$120,826.54	\$123,242.81	\$148,028.92	\$150,955.07
	\$58.09	\$59.25	\$71.17	\$72.57

All 2080 Hours Annually

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$77,889.89	\$83,731.29	\$0.00
	\$37.45	\$40.26	\$0.00
1	\$82,563.29	\$88,755.16	\$97,630.68
	\$39.69	\$42.67	\$46.94
3	\$86,691.45	\$93,192.92	\$102,512.21
	\$41.68	\$44.80	\$49.28
5	\$95,360.59	\$102,512.21	\$112,763.43
	\$45.85	\$49.28	\$54.21
7	\$103,943.05	\$111,738.31	\$122,912.15
	\$49.97	\$53.72	\$59.09
9	\$112,258.48	\$120,677.38	\$132,745.11
	\$53.97	\$58.02	\$63.82
11	\$120,116.58	\$129,124.79	\$142,037.27
	\$57.75	\$62.08	\$68.29
14	\$126,122.41	\$135,581.03	\$149,139.14
	\$60.64	\$65.18	\$71.70
16	\$132,428.53	\$142,360.08	\$156,596.09
	\$63.67	\$68.44	\$75.29