

**COMPENSATION PLAN  
FIRE EMPLOYEES  
July 1, 2014**

<u>TITLE</u>	<u>PAY GRADE</u>	<u>ANNUAL MINIMUM</u>	<u>ANNUAL MAXIMUM</u>
FIREFIGHTER-EMT	FIRE 1	\$56,480.78	\$70,369.05
FIRE ENGINEER	FIRE 4	\$65,383.55	\$81,460.97
FIREFIGHTER/PARAMEDIC	FIRE 4	\$65,383.55	\$81,460.97
FIRE CAPTAIN	FIRE 8	\$79,474.13	\$99,016.32
FIRE BATTALION CHIEF	FIRE 12	\$96,601.29	\$120,354.96
FIRE DIVISION CHIEF	FIRE 14	\$106,502.92	\$132,691.33

**Fire Pay Plan  
Effective July 1, 2014**

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7 1st Longevity	STEP 8 2nd Longevity
	FIRE 1	\$56,480.78	\$59,304.81	\$62,270.05	\$65,383.55	\$68,652.73	\$70,369.05	\$72,128.28	\$73,931.49
MONTHLY		\$4,706.73	\$4,942.07	\$5,189.17	\$5,448.63	\$5,721.06	\$5,864.09	\$6,010.69	\$6,160.96
BIWEEKLY		\$2,172.34	\$2,280.95	\$2,395.00	\$2,514.75	\$2,640.49	\$2,706.50	\$2,774.16	\$2,843.52
HOURLY		\$27.15	\$28.51	\$29.94	\$31.43	\$33.01	\$33.83	\$34.68	\$35.54
56-HOUR		\$19.40	\$20.37	\$21.38	\$22.45	\$23.58	\$24.17	\$24.77	\$25.39
	FIRE 2	\$59,304.81	\$62,270.05	\$65,383.55	\$68,652.73	\$72,085.37	\$73,887.50	\$75,734.69	\$77,628.06
MONTHLY		\$4,942.07	\$5,189.17	\$5,448.63	\$5,721.06	\$6,007.11	\$6,157.29	\$6,311.22	\$6,469.01
BIWEEKLY		\$2,280.95	\$2,395.00	\$2,514.75	\$2,640.49	\$2,772.51	\$2,841.83	\$2,912.87	\$2,985.69
HOURLY		\$28.51	\$29.94	\$31.43	\$33.01	\$34.66	\$35.52	\$36.41	\$37.32
56-HOUR		\$20.37	\$21.38	\$22.45	\$23.58	\$24.75	\$25.37	\$26.01	\$26.66
	FIRE 3	\$62,270.05	\$65,383.55	\$68,652.73	\$72,085.37	\$75,689.64	\$77,581.88	\$79,521.43	\$81,509.47
MONTHLY		\$5,189.17	\$5,448.63	\$5,721.06	\$6,007.11	\$6,307.47	\$6,465.16	\$6,626.79	\$6,792.46
BIWEEKLY		\$2,395.00	\$2,514.75	\$2,640.49	\$2,772.51	\$2,911.14	\$2,983.92	\$3,058.52	\$3,134.98
HOURLY		\$29.94	\$31.43	\$33.01	\$34.66	\$36.39	\$37.30	\$38.23	\$39.19
56-HOUR		\$21.38	\$22.45	\$23.58	\$24.75	\$25.99	\$26.64	\$27.31	\$27.99
	FIRE 4	\$65,383.55	\$68,652.73	\$72,085.37	\$75,689.64	\$79,474.12	\$81,460.97	\$83,497.49	\$85,584.93
MONTHLY		\$5,448.63	\$5,721.06	\$6,007.11	\$6,307.47	\$6,622.84	\$6,788.41	\$6,958.12	\$7,132.08
BIWEEKLY		\$2,514.75	\$2,640.49	\$2,772.51	\$2,911.14	\$3,056.70	\$3,133.11	\$3,211.44	\$3,291.73
HOURLY		\$31.43	\$33.01	\$34.66	\$36.39	\$38.21	\$39.16	\$40.14	\$41.15
56-HOUR		\$22.45	\$23.58	\$24.75	\$25.99	\$27.29	\$27.97	\$28.67	\$29.39
	FIRE 5	\$68,652.73	\$72,085.37	\$75,689.64	\$79,474.12	\$83,447.83	\$85,534.03	\$87,672.38	\$89,864.19
MONTHLY		\$5,721.06	\$6,007.11	\$6,307.47	\$6,622.84	\$6,953.99	\$7,127.84	\$7,306.03	\$7,488.68
BIWEEKLY		\$2,640.49	\$2,772.51	\$2,911.14	\$3,056.70	\$3,209.53	\$3,289.77	\$3,372.01	\$3,456.32
HOURLY		\$33.01	\$34.66	\$36.39	\$38.21	\$40.12	\$41.12	\$42.15	\$43.20
56-HOUR		\$23.58	\$24.75	\$25.99	\$27.29	\$28.66	\$29.37	\$30.11	\$30.86
	FIRE 6	\$72,085.37	\$75,689.64	\$79,474.12	\$83,447.83	\$87,620.22	\$89,810.73	\$92,056.00	\$94,357.40
MONTHLY		\$6,007.11	\$6,307.47	\$6,622.84	\$6,953.99	\$7,301.69	\$7,484.23	\$7,671.33	\$7,863.12
BIWEEKLY		\$2,772.51	\$2,911.14	\$3,056.70	\$3,209.53	\$3,370.01	\$3,454.26	\$3,540.62	\$3,629.13
HOURLY		\$34.66	\$36.39	\$38.21	\$40.12	\$42.13	\$43.18	\$44.26	\$45.36
56-HOUR		\$24.75	\$25.99	\$27.29	\$28.66	\$30.09	\$30.84	\$31.61	\$32.40
	FIRE 7	\$75,689.64	\$79,474.12	\$83,447.83	\$87,620.22	\$92,001.23	\$94,301.26	\$96,658.79	\$99,075.26
MONTHLY		\$6,307.47	\$6,622.84	\$6,953.99	\$7,301.69	\$7,666.77	\$7,858.44	\$8,054.90	\$8,256.27
BIWEEKLY		\$2,911.14	\$3,056.70	\$3,209.53	\$3,370.01	\$3,538.51	\$3,626.97	\$3,717.65	\$3,810.59
HOURLY		\$36.39	\$38.21	\$40.12	\$42.13	\$44.23	\$45.34	\$46.47	\$47.63
56-HOUR		\$25.99	\$27.29	\$28.66	\$30.09	\$31.59	\$32.38	\$33.19	\$34.02
	FIRE 8	\$79,474.12	\$83,447.83	\$87,620.22	\$92,001.23	\$96,601.29	\$99,016.32	\$101,491.73	\$104,029.02
MONTHLY		\$6,622.84	\$6,953.99	\$7,301.69	\$7,666.77	\$8,050.11	\$8,251.36	\$8,457.64	\$8,669.09
BIWEEKLY		\$3,056.70	\$3,209.53	\$3,370.01	\$3,538.51	\$3,715.43	\$3,808.32	\$3,903.53	\$4,001.12
HOURLY		\$38.21	\$40.12	\$42.13	\$44.23	\$46.44	\$47.60	\$48.79	\$50.01
56-HOUR		\$27.29	\$28.66	\$30.09	\$31.59	\$33.17	\$34.00	\$34.85	\$35.72
	FIRE 9	\$83,447.83	\$87,620.22	\$92,001.23	\$96,601.29	\$101,431.35	\$103,967.13	\$106,566.31	\$109,230.47
MONTHLY		\$6,953.99	\$7,301.69	\$7,666.77	\$8,050.11	\$8,452.61	\$8,663.93	\$8,880.53	\$9,102.54
BIWEEKLY		\$3,209.53	\$3,370.01	\$3,538.51	\$3,715.43	\$3,901.21	\$3,998.74	\$4,098.70	\$4,201.17
HOURLY		\$40.12	\$42.13	\$44.23	\$46.44	\$48.77	\$49.98	\$51.23	\$52.51
56-HOUR		\$28.66	\$30.09	\$31.59	\$33.17	\$34.83	\$35.70	\$36.60	\$37.51

**Fire Pay Plan  
Effective July 1, 2014**

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7 1st Longevity	STEP 8 2nd Longevity
	FIRE 10	\$87,620.22	\$92,001.23	\$96,601.29	\$101,431.35	\$106,502.92	\$109,165.49	\$111,894.63	\$114,692.00
MONTHLY		\$7,301.69	\$7,666.77	\$8,050.11	\$8,452.61	\$8,875.24	\$9,097.12	\$9,324.55	\$9,557.67
BIWEEKLY		\$3,370.01	\$3,538.51	\$3,715.43	\$3,901.21	\$4,096.27	\$4,198.67	\$4,303.64	\$4,411.23
HOURLY		\$42.13	\$44.23	\$46.44	\$48.77	\$51.20	\$52.48	\$53.80	\$55.14
56-HOUR		\$30.09	\$31.59	\$33.17	\$34.83	\$36.57	\$37.49	\$38.43	\$39.39
	FIRE 11	\$92,001.23	\$96,601.29	\$101,431.35	\$106,502.92	\$111,828.07	\$114,623.77	\$117,489.36	\$120,426.59
MONTHLY		\$7,666.77	\$8,050.11	\$8,452.61	\$8,875.24	\$9,319.01	\$9,551.98	\$9,790.78	\$10,035.55
BIWEEKLY		\$3,538.51	\$3,715.43	\$3,901.21	\$4,096.27	\$4,301.08	\$4,408.61	\$4,518.82	\$4,631.79
HOURLY		\$44.23	\$46.44	\$48.77	\$51.20	\$53.76	\$55.11	\$56.49	\$57.90
56-HOUR		\$31.59	\$33.17	\$34.83	\$36.57	\$38.40	\$39.36	\$40.35	\$41.36
	FIRE 12	\$96,601.29	\$101,431.35	\$106,502.92	\$111,828.07	\$117,419.47	\$120,354.96	\$123,363.83	\$126,447.93
MONTHLY		\$8,050.11	\$8,452.61	\$8,875.24	\$9,319.01	\$9,784.96	\$10,029.58	\$10,280.32	\$10,537.33
BIWEEKLY		\$3,715.43	\$3,901.21	\$4,096.27	\$4,301.08	\$4,516.13	\$4,629.04	\$4,744.76	\$4,863.38
HOURLY		\$46.44	\$48.77	\$51.20	\$53.76	\$56.45	\$57.86	\$59.31	\$60.79
56-HOUR		\$33.17	\$34.83	\$36.57	\$38.40	\$40.32	\$41.33	\$42.36	\$43.42
	FIRE 13	\$101,431.35	\$106,502.92	\$111,828.07	\$117,419.47	\$123,290.44	\$126,372.70	\$129,532.02	\$132,770.32
MONTHLY		\$8,452.61	\$8,875.24	\$9,319.01	\$9,784.96	\$10,274.20	\$10,531.06	\$10,794.34	\$11,064.19
BIWEEKLY		\$3,901.21	\$4,096.27	\$4,301.08	\$4,516.13	\$4,741.94	\$4,860.49	\$4,982.00	\$5,106.55
HOURLY		\$48.77	\$51.20	\$53.76	\$56.45	\$59.27	\$60.76	\$62.28	\$63.83
56-HOUR		\$34.83	\$36.57	\$38.40	\$40.32	\$42.34	\$43.40	\$44.48	\$45.59
	FIRE 14	\$106,502.92	\$111,828.07	\$117,419.47	\$123,290.44	\$129,454.96	\$132,691.33	\$136,008.61	\$139,408.83
MONTHLY		\$8,875.24	\$9,319.01	\$9,784.96	\$10,274.20	\$10,787.91	\$11,057.61	\$11,334.05	\$11,617.40
BIWEEKLY		\$4,096.27	\$4,301.08	\$4,516.13	\$4,741.94	\$4,979.04	\$5,103.51	\$5,231.10	\$5,361.88
HOURLY		\$51.20	\$53.76	\$56.45	\$59.27	\$62.24	\$63.79	\$65.39	\$67.02
56-HOUR		\$36.57	\$38.40	\$40.32	\$42.34	\$44.46	\$45.57	\$46.71	\$47.87
		25.00%	SPREAD MIN TO MAX						
		5.00%	SPREAD BETWEEN GRADES						
		5.00%	SPREAD BETWEEN STEPS 1-5; 2.5% BETWEEN STEP 5 & 6						
	LONGEVITY STEP 1		2.50%	AFTER 3 YRS AT STEP 6					
	LONGEVITY STEP 2		2.50%	AFTER 3 YRS AT LONGEVITY STEP 1					
ADOPTED 5/28/13 - RESOLUTION 2776									