



FIRE PAY PLAN
FY 25-26
 Effective October 4, 2025

		STEP				4% Top Out Merit Lump Sum
		GRADE	1	2	3	
FIREFIGHTER PARAMEDIC	2080 Hourly	50	46.8888	48.8425	50.8776	4,233.02 110,058.49
	2912 Hourly	55	33.4920	34.8875	36.3412	
	Bi-Weekly		3,751.11	3,907.40	4,070.21	
	Monthly		8,127.40	8,466.04	8,818.79	
	Annual		97,528.75	101,592.45	105,825.47	
	S/U to DOE		2.3988	2.4988	2.6028	
DRIVER OPERATOR ENGINEER	2080 Hourly	51	50.2471	52.3408	54.5216	4,536.20 117,941.19
	2912 Hourly	56	35.8908	37.3863	38.9440	
	Bi-Weekly		4,019.77	4,187.26	4,361.73	
	Monthly		8,709.50	9,072.40	9,450.42	
	Annual		104,514.04	108,868.79	113,404.99	
	S/U to CPTN		7.7042	6.2087	4.6510	
CAPTAIN	2080 Hourly	52	61.0330	63.5760	66.2250	5,509.92 143,257.93
	2912 Hourly	57	43.5950	45.4114	47.3036	
	Bi-Weekly		4,882.64	5,086.08	5,298.00	
	Monthly		10,579.05	11,019.84	11,479.00	
	Annual		126,948.56	132,238.09	137,748.01	
	S/U to BC		6.2561	4.4397	2.5475	
BATTALION CHIEF DIVISION CHIEF	2080 Hourly	53	69.7915	72.6995	75.7286	6,300.62 163,816.17
	2912 Hourly	58	49.8511	51.9282	54.0919	
	Bi-Weekly		5,583.32	5,815.96	6,058.29	
	Monthly		12,097.19	12,601.24	13,126.30	
	Annual		145,166.33	151,214.93	157,515.55	
ASSISTANT FIRE CHIEF	2080 Hourly	54	84.7939	88.3270	92.0073	7,655.01 199,030.24
	Bi-Weekly		6,783.52	7,066.16	7,360.59	
	Monthly		14,697.62	15,310.02	15,947.94	
	Annual		176,371.42	183,720.22	191,375.23	
FIRE PREVENTION SPECIALIST	2080 Hourly	51	50.2471	52.3408	54.5216	4,536.20 117,941.19
	Bi-Weekly		4,019.77	4,187.26	4,361.73	
	Monthly		8,709.50	9,072.40	9,450.42	
	Annual		104,514.04	108,868.79	113,404.99	
FIRE INSPECTOR & ARSON INVESTIGATOR	2080 Hourly	59	52.7667	54.9653	57.2555	4,763.66 123,855.15
	Bi-Weekly		4,221.34	4,397.22	4,580.44	
	Monthly		9,146.23	9,527.32	9,924.29	
	Annual		109,754.72	114,327.83	119,091.49	

Certification Pay

786	TCFP Driver	\$75/month = \$900/year
787	TCFP FIRE Officer 1	\$150/month = \$1800/year
788	TCFP Fire Officer 2	\$225/month = \$2700/year

Education Pay (After Year 1)

780	Associates	\$60/month = \$720/year
781	Bachelors	\$110/month = \$1320/year
782	Masters	\$150/month = \$1800/year

Other Pay

720	Paramedic Pay	\$200/month = \$2400/year
726	Preceptor (FTO) Pay	\$250/month = \$3000/year
731	Ambulance Assignment	\$2.00/hr
777	Language: Conversational	\$25/month = \$300/year
778	Language: Reading	\$25/month = \$300/year
779	Language: Writing	\$25/month = \$300/year