

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

All 2080 Hours Annually

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

Non-Shift (2080 Hours)

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