

Fiscal Year 2027

Effective 10/1/2026 (4% Adjustment)

Shift (2423.20 hours)

Years of Service	Firefighter-FF	Driver/Engineer-DE	Fire Lieutenant-LT	Captain - CPT
At Hire	\$68,332.69	\$69,699.20		
	\$28.20	\$28.76		
1	\$72,432.65	\$73,881.14		
	\$29.89	\$30.49		
3	\$76,054.28	\$77,575.21	\$93,155.59	\$95,018.70
	\$31.39	\$32.01	\$38.44	\$39.21
5	\$83,659.72	\$85,332.72	\$102,471.14	\$104,520.57
	\$34.52	\$35.21	\$42.29	\$43.13
7	\$91,189.09	\$93,012.67	\$111,693.54	\$113,927.42
	\$37.63	\$38.38	\$46.09	\$47.02
9	\$98,484.21	\$100,453.69	\$120,629.03	\$123,041.62
	\$40.64	\$41.45	\$49.78	\$50.78
11	\$105,378.11	\$107,485.44	\$129,073.06	\$131,654.53
	\$43.49	\$44.36	\$53.27	\$54.33
14	\$110,647.01	\$112,859.71	\$135,526.72	\$138,237.25
	\$45.66	\$46.57	\$55.93	\$57.05
16	\$116,179.36	\$118,502.70	\$142,335.50	\$145,149.11
	\$47.94	\$48.90	\$58.74	\$59.90

Non-Shift (2080 Hours)

Years of Service	Firefighter - FFN	Driver/Engineer-DEN	Fire Lieutenant-LTN
At Hire	\$68,332.69	\$69,699.20	
	\$32.85	\$33.51	
1	\$72,432.65	\$73,881.14	
	\$34.82	\$35.52	
3	\$76,054.28	\$77,575.21	\$93,155.59
	\$36.56	\$37.30	\$44.79
5	\$83,659.72	\$85,332.72	\$102,471.14
	\$40.22	\$41.03	\$49.26
7	\$91,189.09	\$93,012.67	\$111,693.54
	\$43.84	\$44.72	\$53.70
9	\$98,484.21	\$100,453.69	\$120,629.03
	\$47.35	\$48.30	\$57.99
11	\$105,378.11	\$107,485.44	\$129,073.06
	\$50.66	\$51.68	\$62.05
14	\$110,647.01	\$112,859.71	\$135,526.72
	\$53.20	\$54.26	\$65.16
16	\$116,179.36	\$118,502.70	\$142,335.50
	\$55.86	\$56.97	\$68.43

All 2080 Hours Annually

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$74,894.13	\$80,510.85	\$0.00
	\$36.01	\$38.71	\$0.00
1	\$79,387.77	\$85,341.50	\$93,875.65
	\$38.17	\$41.03	\$45.13
3	\$83,357.16	\$89,608.58	\$98,569.43
	\$40.08	\$43.08	\$47.39
5	\$91,692.88	\$98,569.43	\$108,426.38
	\$44.08	\$47.39	\$52.13
7	\$99,945.24	\$107,440.68	\$118,184.76
	\$48.05	\$51.65	\$56.82
9	\$107,940.85	\$116,035.94	\$127,639.53
	\$51.89	\$55.79	\$61.37
11	\$115,496.71	\$124,158.45	\$136,574.30
	\$55.53	\$59.69	\$65.66
14	\$121,271.54	\$130,366.37	\$143,403.02
	\$58.30	\$62.68	\$68.94
16	\$127,335.12	\$136,884.69	\$150,573.16
	\$61.22	\$65.81	\$72.39

Captain - CPTN
\$95,018.70
\$45.68
\$104,520.57
\$50.25
\$113,927.42
\$54.77
\$123,041.62
\$59.15
\$131,654.53
\$63.30
\$138,237.25
\$66.46
\$145,149.11
\$69.78