

Fiscal Year 2028

Effective 10/1/2027 (4% Adjustment)

Years of Service	FF	DE	LT	CPT
At Hire	\$71,065.99	\$72,487.17		
1	\$75,329.96	\$76,836.39		
3	\$79,096.45	\$80,678.22	\$96,881.81	\$98,819.45
5	\$87,006.10	\$88,746.03	\$106,569.99	\$108,701.39
7	\$94,836.65	\$96,733.17	\$116,161.29	\$118,484.51
9	\$102,423.58	\$104,471.83	\$125,454.19	\$127,963.28
11	\$109,593.24	\$111,784.86	\$134,235.98	\$136,920.71
14	\$115,072.89	\$117,374.10	\$140,947.79	\$143,766.74
16	\$120,826.54	\$123,242.81	\$148,028.92	\$150,955.07

Years of Service	FPO 1	FPO 2	FPO 3
At Hire	\$77,889.89	\$83,731.29	
1	\$82,563.29	\$88,755.16	\$97,630.68
3	\$86,691.45	\$93,192.92	\$102,512.21
5	\$95,360.59	\$102,512.21	\$112,763.43
7	\$103,943.05	\$111,738.31	\$122,912.15
9	\$112,258.48	\$120,677.38	\$132,745.11
11	\$120,116.58	\$129,124.79	\$142,037.27
14	\$126,122.41	\$135,581.03	\$149,139.14
16	\$132,428.53	\$142,360.08	\$156,596.09

6%
5%
10%
9%
8%
7%
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5%

6%
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5%

Incentives	Increase
Associate Degree *	5.0%
Bachelor's Degree *	7.5%
Master's Degree *	10.0%
Paramedic	7.0%
HazMat (up to 50)	5.0%
Rescue Cpt (up to 6)	10.0%
Rescue Assignment	5.0%
Assigned to non-shift	5.0%
SWAT/Medic (up to 6)	\$1,000.00 Annually \$38.46 Bi-Weekly
FTO (up to 18)	\$1,000.00 Annually \$38.46 Bi-Weekly

*Only one educational incentive will be added to an employee's base salary.

**Cap increased effective October 1, 2022 to 27%