

**Effective October 1, 2023**

<i>Probationary Firefighter/EMT</i>	Step 1	Step 2
	Minimum	6 months
Hourly	\$14.36	\$15.08
Annual Base	\$41,918.75	\$44,027.76
Annual Base+FLSA OT	\$43,009.79	\$45,173.69

<i>Firefighter/EMT</i>	Step 1
	Minimum
Hourly	\$16.38
Annual Base	\$47,833.66
Annual Base+FLSA OT	\$49,078.65

<i>Sr Firefighter/EMT</i>	Step 1	Step 2	Step 3	Step 4
	Minimum	5%	5%	5%
Hourly	\$17.20	\$18.06	\$18.96	\$19.91
Annual Base	\$50,212.49	\$52,735.20	\$55,371.96	\$58,131.36
Annual Base+FLSA OT	\$51,519.39	\$54,107.76	\$56,813.15	\$59,644.37

<i>Acting Captain*</i>	Step 1	Step 2	Step 3	Step 4
Hourly	\$19.78	\$20.77	\$21.81	\$22.90
Annual Base	\$57,771.29	\$60,645.48	\$63,680.82	\$66,869.46
Annual Base+FLSA OT	\$59,274.93	\$62,223.92	\$65,338.27	\$68,609.90

<i>Captain</i>	Step 1	Step 2	10-yr	15-yr
	Minimum	5%	2.5%*	5%*
Hourly	\$23.53	\$24.71	\$25.33	\$25.95
Annual Base	\$68,712.82	\$72,142.98	\$73,957.03	\$75,760.86
Annual Base+FLSA OT	\$70,501.24	\$74,020.67	\$75,881.94	\$77,732.72

\*Acting Captain hourly rate corresponds with employee's current step as Firefighter or Sr Firefighter

**Longevity pay differential**

Years of service	% in addition to base hourly rate
10	2.5%
15	5%