

**Fire Department Step Pay Plan**  
**FIRE FIGHTERS - SUPPRESSION**  
**Civil Service Personnel**  
**Rate Per Hour**  
*\*Effective March 1, 2016*

<u>Tenure</u>						
<b>Firefighter/EMT</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>10+</b>
Per Hour	\$12.93	\$13.20	\$13.76	\$14.17	\$14.60	\$15.04
Estimated Annual	\$38,816	\$39,626	\$41,308	\$42,538	\$43,829	\$45,150
<u>Tenure</u>						
<b>Fire Engineer</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>8+</b>	
Per Hour	\$14.04	\$14.30	\$14.87	\$15.35	\$15.85	
Estimated Annual	\$42,148	\$42,929	\$44,640	\$46,081	\$47,582	
<u>Tenure</u>						
<b>Captain</b>	<b>2</b>	<b>4</b>	<b>6+</b>			
Per Hour	\$16.29	\$16.80	\$17.36			
Estimated Annual	\$48,903	\$50,434	\$52,115			

**Additional Benefits:**

Certification Pay  
 Educational Pay  
 Longevity Pay  
 3 weeks vacation leave annually  
 3 weeks sick leave annually  
 12 paid holidays annually  
 1 personal holiday annually  
 20 Year Retirement  
 Life Insurance  
 Health Insurance

**\*Certain conditions apply to be eligible for the additional benefits outlined above. Please refer to the Application Packet or the Civil Service Director for further information.**