

**Fire Department Step Pay Plan  
Civil Service Personnel  
Rate Per Hour**

*\*Effective October 1, 2019*

<u>Tenure</u>						
	0	2	4	6	8+	
<b>Firefighter/EMT</b>						
Per Hour	\$14.84	\$15.39	\$16.12	\$16.85	\$17.23	
Estimated Annual	\$44,535	\$46,185	\$48,376	\$50,567	\$51,707	
<u>Tenure</u>						
	0	3	6	9	12+	
<b>Fire Engineer</b>						
Per Hour	\$16.49	\$16.85	\$17.59	\$17.95	\$18.32	
Estimated Annual	\$49,486	\$50,567	\$52,788	\$53,868	\$54,978	
<u>Tenure</u>						
	0	3	6	9	12+	
<b>Captain</b>						
Per Hour	\$18.32	\$19.06	\$19.42	\$19.78	\$20.16	
Estimated Annual	\$54,978	\$57,199	\$58,279	\$59,360	\$60,500	
<u>Tenure</u>						
	0	3	6	9	12+	
<b>Assistant Chief</b>						
Per Hour	\$28.29	\$28.80	\$29.32	\$29.83	\$30.87	
Estimated Annual	\$58,843	\$59,904	\$60,986	\$62,046	\$64,210	

**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.**