

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

*\*Effective October 3, 2020*

<u>Tenure</u>						
<b>Firefighter/EMT</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>8+</b>	
Per Hour	\$15.88	\$16.47	\$17.25	\$18.03	\$18.44	
Estimated Annual	\$47,672	\$49,443	\$51,785	\$54,126	\$55,357	
<u>Tenure</u>						
<b>Fire Engineer</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>12+</b>	
Per Hour	\$17.64	\$18.03	\$18.82	\$19.21	\$19.60	
Estimated Annual	\$52,955	\$54,126	\$56,498	\$57,668	\$58,839	
<u>Tenure</u>						
<b>Captain</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>12+</b>	
Per Hour	\$19.60	\$20.39	\$20.78	\$21.16	\$21.57	
Estimated Annual	\$58,839	\$61,211	\$62,382	\$63,522	\$64,753	
<u>Tenure</u>						
<b>Assistant Chief</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>12+</b>	
Per Hour	\$30.27	\$30.82	\$31.37	\$31.92	\$33.03	
Estimated Annual	\$62,962	\$64,106	\$65,250	\$66,394	\$68,702	

**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.**
- **The Department currently operates on a 48/96 work schedule.**