

FY 26/27 Civil Service Fire Pay Plan

Title	Position ID	FLSA	Pay Grade	Frequency	Step A*	Step B*	Step C*	Step D*	Step E*	Step F*
						2 Years	3 Years	4 Years	5 Years	7 Years
Fire Fighter	IA0010	Non-Exempt	IA10	Annual	\$88,545.60	\$92,955.20	\$97,427.20	\$101,857.60	\$106,308.80	\$110,739.20
Fire Fighter-Quartermaster	IA0011	Non-Exempt		Monthly	\$7,378.80	\$7,746.27	\$8,118.93	\$8,488.13	\$8,859.07	\$9,228.27
				Shift Hourly ^	\$28.99	\$30.44	\$31.90	\$33.35	\$34.81	\$36.26
				Hourly	\$42.57	\$44.69	\$46.84	\$48.97	\$51.11	\$53.24

Title	Position ID	FLSA	Pay Grade	Frequency	Step A	Step B**	Step C**			
					At Promotion	2 Years	4 Years			
Fire Driver	IB0010	Non-Exempt	IB10	Annual	\$114,067.20	\$116,854.40	\$119,620.80			
				Monthly	\$9,505.60	\$9,737.87	\$9,968.40			
				Shift Hourly ^	\$37.35	\$38.26	\$39.17			
				Hourly	\$54.84	\$56.18	\$57.51			

Fire Lieutenant	IC0009	Non-Exempt	IC09	Annual	\$124,883.20	\$127,878.40	\$130,873.60			
				Monthly	\$10,406.93	\$10,656.53	\$10,906.13			
				Shift Hourly ^	\$40.89	\$41.87	\$42.85			
				Hourly	\$60.04	\$61.48	\$62.92			

Fire Captain	IC0010	Non-Exempt	IC10	Annual	\$137,529.60	\$141,481.60	\$145,433.60			
				Monthly	\$11,460.80	\$11,790.13	\$12,119.47			
				Shift Hourly ^	\$45.03	\$46.33	\$47.62			
				Hourly	\$66.12	\$68.02	\$69.92			

Fire Battalion Chief	ID0010	Non-Exempt	ID10	Annual	\$156,769.60	\$161,740.80	\$166,691.20			
				Monthly	\$13,064.13	\$13,478.40	\$13,890.93			
				Shift Hourly ^	\$51.33	\$52.96	\$54.58			
				Hourly	\$75.37	\$77.76	\$80.14			

Title	Position ID	FLSA	Pay Grade	Frequency	Step A*	Step B*	Step C*	Step D*	Step E*	Step F*
						2 Years	3 Years	4 Years	5 Years	7 Years
Deputy Fire Marshal I	IG0025	Non-Exempt	IG25	Annual	\$88,545.60	\$92,955.20	\$97,427.20	\$101,857.60	\$106,308.80	\$110,739.20
				Monthly	\$7,378.80	\$7,746.27	\$8,118.93	\$8,488.13	\$8,859.07	\$9,228.27
				Hourly	\$42.57	\$44.69	\$46.84	\$48.97	\$51.11	\$53.24

Title	Position ID	FLSA	Pay Grade	Frequency	Step A	Step B**	Step C**			
					At Promotion	2 Years	4 Years			
Deputy Fire Marshal II	IG0026	Non-Exempt	IG26	Annual	\$114,067.20	\$116,854.40	\$119,620.80			
				Monthly	\$9,505.60	\$9,737.87	\$9,968.40			
				Hourly	\$54.84	\$56.18	\$57.51			

Assistant Fire Marshal Community Risk Reduction Officer	IG0047 IG0048	Non-Exempt	IG45	Annual	\$137,529.60	\$141,481.60	\$145,433.60			
				Monthly	\$11,460.80	\$11,790.13	\$12,119.47			
				Hourly	\$66.12	\$68.02	\$69.92			

Emergency Management Program Mngr Fire Marshal	IG0050 IG0051	Non-Exempt	IG50	Annual	\$156,769.60	\$161,740.80	\$166,691.20			
				Monthly	\$13,064.13	\$13,478.40	\$13,890.93			
				Hourly	\$75.37	\$77.76	\$80.14			

The Assistant Fire Chief is appointed by the Fire Chief, as such salary will be determined by the Chief.

Title	Position ID	FLSA	Pay Grade	Frequency	Minimum	Midpoint	Maximum			
Assistant Fire Chief	IG0090	Exempt	IG90	Annual	\$171,953.60	\$186,357.60	\$200,761.60			
				Monthly	\$14,329.47	\$15,529.80	\$16,730.13			
				Hourly	\$82.67	\$89.60	\$96.52			

^Shift Rate Calculation: (a*d) + (b*c*d*e) = annualized rate

a= 2928 annual hours worked including FLSA overtime hours (120 actual hours worked * 18 pay cycles + 96 actual hours worked * 8 pay cycles). The City adopted a 14 day work period. Per FLSA, the maximum hours worked before overtime is 106;
b= number of pay cycles overtime is worked (18); c = Number of overtime hours per 120 hour pay cycle (14); d = hourly rate; e = overtime rate (1/2)

* Step increases are based on anniversary date.
** Time in Rank.