

Grade	Rank	Step	23-24	24-25 3%	25-26 3%	
F72	CRISIS RESPONSE UNIT	Prob (1)	23.0225	23.7132	24.4246	
		Step 2	24.1737	24.8989	25.6459	
		Step 3	25.3824	26.1439	26.9282	
F77	FIREFIGHTER	Prob (A/1)	23.4490	24.1525	24.8770	
		FF (D/4)	27.7206	28.5522	29.4088	6 mos
		FF1 (E/5)	28.8123	29.6767	30.5670	18 mos
		FF2 (F/6)	30.2075	31.1137	32.0471	30 mos
		FF3 (G/7)	32.5752	33.5525	34.5590	42 mos
F87	ENGINEER	F (6)	35.9034	36.9805	38.0899	
		G (7)	36.9965	38.1064	39.2496	
G03	CAPTAIN	F (6)	40.9504	42.1789	43.4443	
		G (7)	44.0970	45.4199	46.7825	
218	BATTALION CHIEF	F (6)	48.5341	49.9901	51.4898	
		G (7)	50.8940	52.4208	53.9934	
G13	DEPUTY FIRE MARSHAL	B (2)	37.5929	38.7207	39.8823	
		C (3)	42.5668	43.8438	45.1591	
		D (4)	44.2498	45.5773	46.9446	
		E (5)	46.4846	47.8791	49.3155	
		F (6)	48.8039	50.2680	51.7761	
		G (7)	50.7423	52.2646	53.8325	
G16	ASST. TRAINING CHIEF	B (2)	39.7603	40.9531	42.1817	
		C (3)	41.7483	43.0007	44.2908	
		D (4)	43.8357	45.1508	46.5053	
		E (5)	46.5823	47.9798	49.4192	
		F (6)	50.7577	52.2804	53.8488	
		G (7)	51.8211	53.3757	54.9770	
G17	ASST. FIRE MARSHAL	F (6)	49.3734	50.8546	52.3802	
		G (7)	52.3054	53.8746	55.4908	
G28	FIRE MARSHAL TRAINING CHIEF	F (6)	55.0617	56.7136	58.4150	
		G (7)	57.7962	59.5301	61.3160	
Paramedic Pay: 6% of F77/D in 2023-24; 7% in 2024-25; 8% in 2025-26						

		1.66	2.00	2.35		
Certificaton Pay - Paid 24 ppds per year						
7/1/23-6/30/24						
	# Certifications	per ppd	Annual			
	1 Certification	\$25.00	\$600.00			
	2 Certifications	\$50.00	\$1,200.00			
	3 Certifications	\$75.00	\$1,800.00			
7/1/24-6/30/25						
	# Certifications	per ppd	Annual			
	1 Certification	\$37.50	\$900			
	2 Certifications	\$75.00	\$1,800			
	Maximum 2 certifications					
7/1/25-6/30/26						
	# Certifications	per ppd	Annual			
	1 Certification	\$50.00	\$1,200			
	2 Certifications	\$100.00	\$2,400			
	Maximum 2 certifications					
Hi-C Fire						
Code	Description		7/1/2023	7/1/2024	7/1/2025	
HFE	Firefighter to Engineer		3.3282	3.4280	3.5309	
HFC	Engineer to Captain		3.9539	4.0725	4.1947	
HFB	Captain to BC		4.4371	4.5702	4.7073	
HFD	Deputy Fire Marshal to FM		4.3194	4.4490	4.5825	
HOE	HC Overtime Firefighter to Engineer		4.9923	5.1421	5.2963	
HOC	HC Overtime Engineer to Captain		5.9309	6.1088	6.2921	
HOB	HC Overtime Captain to BC		6.6556	6.8553	7.0609	