

Pay Grade Structure - FY 2024-25 (Effec. 07/01/24)

Grade	Min	Mid	Max	Min	Mid	Max	Salary Range Spread	Mdpt. Progress
103	\$14.35	\$16.70	\$19.04	\$29,848	\$34,736	\$39,611	32.7%	
104	\$14.54	\$17.45	\$20.36	\$30,243	\$36,296	\$42,349	40.0%	4.49%
105	\$15.27	\$18.63	\$21.99	\$31,762	\$38,750	\$45,739	44.0%	6.76%
106	\$16.34	\$19.93	\$23.53	\$33,987	\$41,454	\$48,942	44.0%	6.98%
107	\$17.48	\$21.33	\$25.17	\$36,358	\$44,366	\$52,354	44.0%	7.02%
108	\$18.71	\$22.82	\$26.94	\$38,917	\$47,466	\$56,035	44.0%	6.99%
109	\$20.02	\$24.42	\$28.82	\$41,642	\$50,794	\$59,946	44.0%	7.01%
200	\$22.02	\$27.52	\$33.03	\$45,802	\$57,242	\$68,702	50.0%	12.69%
201	\$24.22	\$30.27	\$36.33	\$50,378	\$62,962	\$75,566	50.0%	9.99%
202	\$26.64	\$33.30	\$39.96	\$55,411	\$69,264	\$83,117	50.0%	10.01%
203	\$29.30	\$36.63	\$43.96	\$60,944	\$76,190	\$91,437	50.0%	10.00%
204	\$32.23	\$40.29	\$48.35	\$67,038	\$83,803	\$100,568	50.0%	9.99%
205	\$35.46	\$44.32	\$53.19	\$73,757	\$92,186	\$110,635	50.0%	10.00%
206	\$39.00	\$48.76	\$58.51	\$81,120	\$101,421	\$121,701	50.0%	10.02%
207	\$42.90	\$53.63	\$64.36	\$89,232	\$111,550	\$133,869	50.0%	9.99%
208	\$47.20	\$60.51	\$73.82	\$98,176	\$125,861	\$153,546	56.4%	12.83%
209	\$51.91	\$66.56	\$81.20	\$107,973	\$138,445	\$168,896	56.4%	10.00%
300	\$57.11	\$73.21	\$89.32	\$118,789	\$152,277	\$185,786	56.4%	9.99%
301	\$62.82	\$80.53	\$98.25	\$130,666	\$167,502	\$204,360	56.4%	10.00%
302	\$69.10	\$88.59	\$108.08	\$143,728	\$184,267	\$224,806	56.4%	10.01%

Fire Department - Based on 2756 hours per year									
108	\$14.35	\$17.34	\$20.33	\$39,549	\$47,789	\$56,028	41.7%		Fire Recruit
200	\$16.62	\$20.77	\$24.92	\$45,795	\$57,244	\$68,693	50.0%	19.8%	Fire Fighter
201	\$18.28	\$22.85	\$27.42	\$50,375	\$62,968	\$75,562	50.0%	10.0%	Fire Engineer
203	\$22.12	\$27.65	\$33.17	\$60,953	\$76,192	\$91,430	50.0%	21.0%	Fire Captain
205	\$26.76	\$33.45	\$40.14	\$73,754	\$92,192	\$110,630	50.0%	21.0%	Battalion Fire Chief

Salary Range Spread:

Administrative/Operative	32-50%
Professional/Management	50%
Executives	56.40%

Midpoint Progression:

Administrative/Operative	5-10%
Professional/Management	10%
Executives	10%