

FY 2026 (July 2025 to June 30, 2026)

Base 56 HR PAY SCALE										
Increase from Year 1		5%	Between Steps	5%	Between Grades	7.5%				
New Hire No										
LONGEVITY	Experience	Year 2	Year 3	Year 6	Year 9	Year 12	Year 15	Year 18	Year 21	Year 24
FF		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly	\$ 17.83	\$ 18.72	\$ 19.66	\$ 20.64	\$ 21.67	\$ 22.75	\$ 23.89	\$ 25.09	\$ 26.34	\$ 27.66
Annual	\$ 53,308.71	\$ 55,974.15	\$ 58,772.85	\$ 61,711.50	\$ 64,797.07	\$ 68,036.92	\$ 71,438.77	\$ 75,010.71	\$ 78,761.24	\$ 82,699.31
FFI		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly	\$ 18.93	\$ 19.82	\$ 20.76	\$ 21.74	\$ 22.77	\$ 23.86	\$ 25.00	\$ 26.19	\$ 27.45	\$ 28.76
Annual	\$ 56,608.71	\$ 59,274.15	\$ 62,072.85	\$ 65,011.50	\$ 68,097.07	\$ 71,336.92	\$ 74,738.77	\$ 78,310.71	\$ 82,061.24	\$ 85,999.31
FFP		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly	\$ 20.34	\$ 21.23	\$ 22.16	\$ 23.15	\$ 24.18	\$ 25.26	\$ 26.40	\$ 27.60	\$ 28.85	\$ 30.17
Annual	\$ 60,808.71	\$ 63,474.15	\$ 66,272.85	\$ 69,211.50	\$ 72,297.07	\$ 75,536.92	\$ 78,938.77	\$ 82,510.71	\$ 86,261.24	\$ 90,199.31
DO		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly		\$ 20.12	\$ 21.13	\$ 22.19	\$ 23.30	\$ 24.46	\$ 25.68	\$ 26.97	\$ 28.32	\$ 29.73
Annual		\$ 60,172.21	\$ 63,180.82	\$ 66,339.86	\$ 69,656.85	\$ 73,139.69	\$ 76,796.68	\$ 80,636.51	\$ 84,668.34	\$ 88,901.75
DOI		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly		\$ 21.23	\$ 22.23	\$ 23.29	\$ 24.40	\$ 25.57	\$ 26.79	\$ 28.07	\$ 29.42	\$ 30.84
Annual		\$ 63,472.21	\$ 66,480.82	\$ 69,639.86	\$ 72,956.85	\$ 76,439.69	\$ 80,096.68	\$ 83,936.51	\$ 87,968.34	\$ 92,201.75
DOP		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly		\$ 22.63	\$ 23.64	\$ 24.70	\$ 25.80	\$ 26.97	\$ 28.19	\$ 29.48	\$ 30.83	\$ 32.24
Annual		\$ 67,672.21	\$ 70,680.82	\$ 73,839.86	\$ 77,156.85	\$ 80,639.69	\$ 84,296.68	\$ 88,136.51	\$ 92,168.34	\$ 96,401.75
FL			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly			\$ 22.72	\$ 23.85	\$ 25.04	\$ 26.30	\$ 27.61	\$ 28.99	\$ 30.44	\$ 31.96
Annual			\$ 67,919.38	\$ 71,315.35	\$ 74,881.11	\$ 78,625.17	\$ 82,556.43	\$ 86,684.25	\$ 91,018.46	\$ 95,569.39
FLI			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly			\$ 23.82	\$ 24.95	\$ 26.15	\$ 27.40	\$ 28.71	\$ 30.10	\$ 31.54	\$ 33.07
Annual			\$ 71,219.38	\$ 74,615.35	\$ 78,181.11	\$ 81,925.17	\$ 85,856.43	\$ 89,984.25	\$ 94,318.46	\$ 98,869.39
FLP			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly			\$ 25.22	\$ 26.36	\$ 27.55	\$ 28.80	\$ 30.12	\$ 31.50	\$ 32.95	\$ 34.47
Annual			\$ 75,419.38	\$ 78,815.35	\$ 82,381.11	\$ 86,125.17	\$ 90,056.43	\$ 94,184.25	\$ 98,518.46	\$ 103,069.39
Captain Training and Fire Prevention 40 hour										
			Year 5	Year 6	Year 9	Year 12	Year 15	Year 18	Year 21	Year 24
Basic			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly			\$ 32.65	\$ 34.29	\$ 36.00	\$ 37.80	\$ 39.69	\$ 41.68	\$ 43.76	\$ 45.95
Annual			\$ 67,919.38	\$ 71,315.35	\$ 74,881.11	\$ 78,625.17	\$ 82,556.43	\$ 86,684.25	\$ 91,018.46	\$ 95,569.39
Intermediate			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly			\$ 34.24	\$ 35.87	\$ 37.59	\$ 39.39	\$ 41.28	\$ 43.26	\$ 45.35	\$ 47.53
Annual			\$ 71,219.38	\$ 74,615.35	\$ 78,181.11	\$ 81,925.17	\$ 85,856.43	\$ 89,984.25	\$ 94,318.46	\$ 98,869.39
Paramedic			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly			\$ 36.26	\$ 37.89	\$ 39.61	\$ 41.41	\$ 43.30	\$ 45.28	\$ 47.36	\$ 49.55
Annual			\$ 75,419.38	\$ 78,815.35	\$ 82,381.11	\$ 86,125.17	\$ 90,056.43	\$ 94,184.25	\$ 98,518.46	\$ 103,069.39

FY 2026 (July 2025 to June 30, 2026)

Base 40 HR PAY SCALE										
LONGEVITY	New Hire No Experience	Year 2	Year 3	Year 6	Year 9	Year 12	Year 15	Year 18	Year 21	Year 24
FF		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly	\$ 25.63	\$ 26.91	\$ 28.26	\$ 29.67	\$ 31.15	\$ 32.71	\$ 34.35	\$ 36.06	\$ 37.87	\$ 39.76
Annual	\$ 53,308.71	\$ 55,974.15	\$ 58,772.85	\$ 61,711.50	\$ 64,797.07	\$ 68,036.92	\$ 71,438.77	\$ 75,010.71	\$ 78,761.24	\$ 82,699.31
FFI		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly	\$ 27.22	\$ 28.50	\$ 29.84	\$ 31.26	\$ 32.74	\$ 34.30	\$ 35.93	\$ 37.65	\$ 39.45	\$ 41.35
Annual	\$ 56,608.71	\$ 59,274.15	\$ 62,072.85	\$ 65,011.50	\$ 68,097.07	\$ 71,336.92	\$ 74,738.77	\$ 78,310.71	\$ 82,061.24	\$ 85,999.31
FFP		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly	\$ 29.23	\$ 30.52	\$ 31.86	\$ 33.27	\$ 34.76	\$ 36.32	\$ 37.95	\$ 39.67	\$ 41.47	\$ 43.37
Annual	\$ 60,808.71	\$ 63,474.15	\$ 66,272.85	\$ 69,211.50	\$ 72,297.07	\$ 75,536.92	\$ 78,938.77	\$ 82,510.71	\$ 86,261.24	\$ 90,199.31
DO		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly		\$ 28.93	\$ 30.38	\$ 31.89	\$ 33.49	\$ 35.16	\$ 36.92	\$ 38.77	\$ 40.71	\$ 42.74
Annual		\$ 60,172.21	\$ 63,180.82	\$ 66,339.86	\$ 69,656.85	\$ 73,139.69	\$ 76,796.68	\$ 80,636.51	\$ 84,668.34	\$ 88,901.75
DOI		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly		\$ 32.53	\$ 31.96	\$ 33.48	\$ 35.08	\$ 36.75	\$ 38.51	\$ 40.35	\$ 42.29	\$ 44.33
Annual		\$ 67,672.21	\$ 66,480.82	\$ 69,639.86	\$ 72,956.85	\$ 76,439.69	\$ 80,096.68	\$ 83,936.51	\$ 87,968.34	\$ 92,201.75
DOP		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly		\$ 32.53	\$ 33.98	\$ 35.50	\$ 37.09	\$ 38.77	\$ 40.53	\$ 42.37	\$ 44.31	\$ 46.35
Annual		\$ 67,672.21	\$ 70,680.82	\$ 73,839.86	\$ 77,156.85	\$ 80,639.69	\$ 84,296.68	\$ 88,136.51	\$ 92,168.34	\$ 96,401.75
FL			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly			\$ 32.65	\$ 34.29	\$ 36.00	\$ 37.80	\$ 39.69	\$ 41.68	\$ 43.76	\$ 45.95
Annual			\$ 67,919.38	\$ 71,315.35	\$ 74,881.11	\$ 78,625.17	\$ 82,556.43	\$ 86,684.25	\$ 91,018.46	\$ 95,569.39
FLI			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly			\$ 34.24	\$ 35.87	\$ 37.59	\$ 39.39	\$ 41.28	\$ 43.26	\$ 45.35	\$ 47.53
Annual			\$ 71,219.38	\$ 74,615.35	\$ 78,181.11	\$ 81,925.17	\$ 85,856.43	\$ 89,984.25	\$ 94,318.46	\$ 98,869.39
FLP			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly			\$ 36.26	\$ 37.89	\$ 39.61	\$ 41.41	\$ 43.30	\$ 45.28	\$ 47.36	\$ 49.55
Annual			\$ 75,419.38	\$ 78,815.35	\$ 82,381.11	\$ 86,125.17	\$ 90,056.43	\$ 94,184.25	\$ 98,518.46	\$ 103,069.39