

**APPENDIX A-4
PAY SCALES FY 2020-21**

40 Hour Week													
GRADE	A	B	C	D	E	F	G	H	I	J	K	L	M
PAYSTEP	10	20	30	40	50	60	70	80	90	100	110	120	130
YEAR	BASE	1	2	3	4	5	6	7	8	9	10	11	12
FIREFIGHTER	HR	25,919	28,168	30,584	33,361	33,361	33,361	35,027	35,027	35,027	36,779	36,779	38,616
14050	MO	4,493	4,882	5,298	5,783	5,783	5,783	6,071	6,071	6,071	6,375	6,375	6,693
F02	YR	53,911	58,589	63,572	69,390	69,390	69,390	72,857	72,857	72,857	76,501	76,501	80,321
FIRE SPECIALIST	HR			33,009	36,029	36,029	36,029	37,830	37,830	37,830	39,722	39,722	41,705
14025	MO			5,722	6,245	6,245	6,245	6,557	6,557	6,557	6,885	6,885	7,229
F06	YR			68,658	74,941	74,941	74,941	78,685	78,685	78,685	82,621	82,621	86,747
FIRE LIEUTENANT	HR					38,912	38,912	40,856	40,856	40,856	42,899	42,899	45,041
14020	MO					6,745	6,745	7,082	7,082	7,082	7,436	7,436	7,807
F08	YR					80,937	80,937	84,980	84,980	84,980	89,231	89,231	93,686
FIRE CAPTAIN	HR							44,124	44,124	44,124	46,331	46,331	48,645
13995	MO							7,648	7,648	7,648	8,031	8,031	8,432
F09	YR							91,779	91,779	91,779	96,369	96,369	101,181
FIRE BATTALION CHIEF	HR									48,096	50,501	50,501	53,023
13985	MO									8,337	8,754	8,754	9,191
F10	YR									100,039	105,042	105,042	110,287
FIRE DIVISION CHIEF	HR									51,943	54,541	54,541	57,265
14015	MO									9,003	9,454	9,454	9,926
F11	YR									108,042	113,446	113,446	119,111
GRADE	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
PAYSTEP	140	150	160	170	180	190	200	210	220	230	240	250	260
YEAR	13	14	15	16	17	18	19	20	21	22	23	24	25
FIREFIGHTER	HR	38,616	38,616	40,549	40,549	40,549	42,574	42,574	42,574	44,703	44,703	44,703	44,703
14050	MO	6,693	6,693	7,029	7,029	7,029	7,380	7,380	7,380	7,749	7,749	7,749	7,749
F02	YR	80,321	80,321	84,343	84,343	84,343	88,555	88,555	88,555	92,983	92,983	92,983	92,983
FIRE SPECIALIST	HR	41,705	41,705	43,793	43,793	43,793	45,980	45,980	45,980	48,279	48,279	48,279	48,279
14025	MO	7,229	7,229	7,591	7,591	7,591	7,970	7,970	7,970	8,368	8,368	8,368	8,368
F06	YR	86,747	86,747	91,090	91,090	91,090	95,639	95,639	95,639	100,421	100,421	100,421	100,421
FIRE LIEUTENANT	HR	45,041	45,041	47,297	47,297	47,297	49,659	49,659	49,659	52,142	52,142	52,142	52,142
14020	MO	7,007	7,007	0,190	0,190	0,190	0,600	0,600	0,600	0,030	0,030	0,030	0,030
F08	YR	93,686	93,686	98,377	98,377	98,377	103,290	103,290	103,290	108,455	108,455	108,455	108,455
FIRE CAPTAIN	HR	48,645	48,645	51,081	51,081	51,081	53,632	53,632	53,632	56,313	56,313	56,313	56,313
13995	MO	8,432	8,432	8,854	8,854	8,854	9,296	9,296	9,296	9,761	9,761	9,761	9,761
F09	YR	101,181	101,181	106,248	106,248	106,248	111,554	111,554	111,554	117,131	117,131	117,131	117,131
FIRE BATTALION CHIEF	HR	53,023	53,023	55,678	55,678	55,678	58,458	58,458	58,458	61,381	61,381	61,381	61,381
13985	MO	9,191	9,191	9,651	9,651	9,651	10,133	10,133	10,133	10,639	10,639	10,639	10,639
F10	YR	110,287	110,287	115,810	115,810	115,810	121,594	121,594	121,594	127,673	127,673	127,673	127,673
FIRE DIVISION CHIEF	HR	57,265	57,265	60,132	60,132	60,132	63,135	63,135	63,135	66,292	66,292	66,292	66,292
14015	MO	9,926	9,926	10,423	10,423	10,423	10,943	10,943	10,943	11,491	11,491	11,491	11,491
F11	YR	119,111	119,111	125,075	125,075	125,075	131,321	131,321	131,321	137,887	137,887	137,887	137,887

Rank Differentials: All rank differentials are 8% except Captain to Battalion Chief is 9% and Division Chief to Assistant chief is at least 12.8%

Step Structure: 5% step increase at years 6, 9, 12, 15, 18, & 21 years and 9.15% increase at 3 years

Notes: Month & Annual Pay Rates are approximations due to statistical rounding.

Year 4: 2.00% effective the first pay period FY 2020-21

APPENDIX A-4
Pay Schedule FY 2020-21
53 Hour Week

	GRADE PAYSTEP YEAR	A	B	C	D	E	F	G	H	I	J	K	L	M
		10 BASE	20 1	30 2	40 3	50 4	60 5	70 6	80 7	90 8	100 9	110 10	120 11	130 12
FIREFIGHTER	HR	19,561	21,259	23,067	25,178	25,178	25,178	26,436	26,436	26,436	27,758	27,758	27,758	29,144
14050	MO	4,493	4,882	5,298	5,783	5,783	5,783	6,071	6,071	6,071	6,375	6,375	6,375	6,693
F02	YR	53,911	58,589	63,572	69,390	69,390	69,390	72,857	72,857	72,857	76,501	76,501	76,501	80,321
FIRE SPECIALIST	HR			24,912	27,192	27,192	27,192	28,551	28,551	28,551	29,979	29,979	29,979	31,476
14025	MO			5,722	6,245	6,245	6,245	6,557	6,557	6,557	6,885	6,885	6,885	7,229
F06	YR			68,658	74,941	74,941	74,941	78,685	78,685	78,685	82,621	82,621	82,621	86,747
FIRE LIEUTENANT	HR					29,367	29,367	30,835	30,835	30,835	32,377	32,377	32,377	33,994
14020	MO					6,745	6,745	7,082	7,082	7,082	7,436	7,436	7,436	7,807
F08	YR					80,937	80,937	84,980	84,980	84,980	89,231	89,231	89,231	93,686
FIRE CAPTAIN	HR							33,301	33,301	33,301	34,967	34,967	34,967	36,713
13995	MO							7,648	7,648	7,648	8,031	8,031	8,031	8,432
F09	YR							91,779	91,779	91,779	96,369	96,369	96,369	101,181
FIRE BATTALION CHIEF	HR									36,299	38,114	38,114	38,114	40,017
13985	MO									8,337	8,754	8,754	8,754	9,191
F10	YR									100,039	105,042	105,042	105,042	110,287
FIRE DIVISION CHIEF	HR									39,202	41,163	41,163	41,163	43,219
14015	MO									9,003	9,454	9,454	9,454	9,926
F11	YR									108,042	113,446	113,446	113,446	119,111
	GRADE PAYSTEP YEAR	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
		140 13	150 14	160 15	170 16	180 17	190 18	200 19	210 20	220 21	230 22	240 23	250 24	260 25
FIREFIGHTER	HR	29,144	29,144	30,603	30,603	30,603	32,132	32,132	32,132	33,738	33,738	33,738	33,738	33,738
14050	MO	6,693	6,693	7,029	7,029	7,029	7,380	7,380	7,380	7,749	7,749	7,749	7,749	7,749
F02	YR	80,321	80,321	84,343	84,343	84,343	88,555	88,555	88,555	92,983	92,983	92,983	92,983	92,983
FIRE SPECIALIST	HR	31,476	31,476	33,052	33,052	33,052	34,702	34,702	34,702	36,437	36,437	36,437	36,437	36,437
14025	MO	7,229	7,229	7,591	7,591	7,591	7,970	7,970	7,970	8,368	8,368	8,368	8,368	8,368
F06	YR	86,747	86,747	91,090	91,090	91,090	95,639	95,639	95,639	100,421	100,421	100,421	100,421	100,421
FIRE LIEUTENANT	HR	33,994	33,994	35,696	35,696	35,696	37,478	37,478	37,478	39,352	39,352	39,352	39,352	39,352
14020	MO	7,807	7,807	8,198	8,198	8,198	8,608	8,608	8,608	9,038	9,038	9,038	9,038	9,038
F08	YR	93,686	93,686	98,377	98,377	98,377	103,290	103,290	103,290	108,455	108,455	108,455	108,455	108,455
FIRE CAPTAIN	HR	36,713	36,713	38,551	38,551	38,551	40,477	40,477	40,477	42,501	42,501	42,501	42,501	42,501
13995	MO	8,432	8,432	8,854	8,854	8,854	9,296	9,296	9,296	9,761	9,761	9,761	9,761	9,761
F09	YR	101,181	101,181	106,248	106,248	106,248	111,554	111,554	111,554	117,131	117,131	117,131	117,131	117,131
FIRE BATTALION CHIEF	HR	40,017	40,017	42,021	42,021	42,021	44,120	44,120	44,120	46,326	46,326	46,326	46,326	46,326
13985	MO	9,191	9,191	9,651	9,651	9,651	10,133	10,133	10,133	10,639	10,639	10,639	10,639	10,639
F10	YR	110,287	110,287	115,810	115,810	115,810	121,594	121,594	121,594	127,673	127,673	127,673	127,673	127,673
FIRE DIVISION CHIEF	HR	43,219	43,219	45,383	45,383	45,383	47,649	47,649	47,649	50,032	50,032	50,032	50,032	50,032
14015	MO	9,926	9,926	10,423	10,423	10,423	10,943	10,943	10,943	11,491	11,491	11,491	11,491	11,491
F11	YR	119,111	119,111	125,075	125,075	125,075	131,321	131,321	131,321	137,887	137,887	137,887	137,887	137,887

Rank Differentials: All rank diferentials are 8% except Captain to Battalion Chief is 9% and Division Chief to Assistant chief is at least 12.8%

Step Structure: 5% step increase at years 6, 9, 12, 15, 18, & 21 years and 9.15% increase at 3 years

Notes: Month & Annual Pay Rates are approximations due to statistical rounding.

Year 4: 2.00% effective the first pay period FY 2020-21