

COMPENSATION STRUCTURE

Additional Pay Categories

Once a Beginning Firefighter reaches the first anniversary of the hire date, the employee begins to earn Certification Pay. This pay increases throughout the career because it's calculated on the monthly base salary times years of service.

Education Incentive Pay can be earned for achieved college credits ranging from \$25 to \$100 per month.

Career Ladder Pay is an additional 1% to 6% of the monthly base salary, depending on rank time in grade plus completion of continuing education classes.

Working Out of Class is paid when an employee fills in an absence and performs duties for a higher rank classification during an on-duty work day.

Overtime is paid when an employee works outside of their normal work day. The Operation Division works 48 hours on-duty, 96 hours off-duty. Any hours worked during the 96 hours is compensable, excluding traded shifts between two employees.

FLSA Overtime is in addition to regular overtime. Due to long work schedules, Firefighters are paid for any hours worked over 182 in a 24-day cycle.

Specialty Team Pay and Paramedic Pay are also available to employees with specific certifications.

See reverse side for Monthly Base Salary

COMPENSATION STRUCTURE

Monthly Base Salary

All Firefighter and Firefighter/Paramedic applicants are hired at the Beginning Firefighter rank. On the hire date anniversaries for the first three years, a Firefighter automatically moves up in rank until reaching Firefighter III. After the third year, promotions to higher ranks are obtained by examination.

Salary amounts and additional pay categories (reverse side) are current for the Collective Labor Agreement dated October 1, 2010 to September 30, 2013

Beginning Firefighter: \$3,638

Firefighter I: \$4,094

Firefighter II: \$4,539

Firefighter III: \$4,984

Senior Firefighter: \$5,282

Captain Firefighter: \$5,898

Battalion Chief: \$6,520

Continued on reverse side