



GFD Pay Plan

Effective: 1-14-23

Exempt	Grade	Rank	Range Min	Market Midpoint	Top of Range
	F09	Division Chief	\$109,000	\$131,000	\$153,000
	F08	Assistant Chief	\$91,100	\$109,300	\$127,500
	F07	Battalion Chief	\$80,900	\$95,000	\$109,200

Subject to City Merit Guidelines

Non-Exempt	Grade	Rank	Range Min															Top of Range														
			1		2		3		4		5		6		7		8		9		10		11		12		13		14		15	
			Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
F06	Captain	Annual \$ 63,107.20	Hourly \$ 30.34	\$ 65,000.00	\$ 31.25	\$ 66,955.20	\$ 32.19	\$ 68,806.40	\$ 33.08	\$ 70,532.80	\$ 33.91	\$ 71,947.20	\$ 34.59	\$ 73,382.40	\$ 35.28	\$ 74,859.20	\$ 35.99	\$ 76,356.80	\$ 36.71	\$ 77,875.20	\$ 37.44	\$ 79,435.20	\$ 38.19	\$ 81,016.00	\$ 38.95	\$ 82,638.40	\$ 39.73	\$ 84,281.60	\$ 40.52	\$ 85,966.40	\$ 41.33	
F05	Lieutenant	Annual \$ 56,347.20	Hourly \$ 27.09	\$ 58,032.00	\$ 27.90	\$ 59,779.20	\$ 28.74	\$ 61,568.00	\$ 29.60	\$ 63,107.20	\$ 30.34	\$ 64,688.00	\$ 31.10	\$ 65,977.60	\$ 31.72	\$ 67,288.00	\$ 32.35	\$ 68,640.00	\$ 33.00	\$ 70,012.80	\$ 33.66	\$ 71,406.40	\$ 34.33	\$ 72,841.60	\$ 35.02	\$ 74,297.60	\$ 35.72	\$ 75,774.40	\$ 36.43	\$ 77,292.80	\$ 37.16	
F04	Fire Specialist	Annual \$ 51,230.40	Hourly \$ 24.63	\$ 52,769.60	\$ 25.37	\$ 54,350.40	\$ 26.13	\$ 55,972.80	\$ 26.91	\$ 57,657.60	\$ 27.72	\$ 59,238.40	\$ 28.48	\$ 60,569.60	\$ 29.12	\$ 61,942.40	\$ 29.78	\$ 63,190.40	\$ 30.38	\$ 64,459.20	\$ 30.99	\$ 65,748.80	\$ 31.61	\$ 67,059.20	\$ 32.24	\$ 68,390.40	\$ 32.88	\$ 69,763.20	\$ 33.54	\$ 70,803.20	\$ 34.04	
F03	Firefighter III	Annual \$ 46,571.20	Hourly \$ 22.39	\$ 47,964.80	\$ 23.06	\$ 49,400.00	\$ 23.75	\$ 50,876.80	\$ 24.46	\$ 52,395.20	\$ 25.19	\$ 53,830.40	\$ 25.88	\$ 55,307.20	\$ 26.59	\$ 56,825.60	\$ 27.32	\$ 58,094.40	\$ 27.93	\$ 59,404.80	\$ 28.56											
F02	Firefighter II	Annual \$ 42,328.00	Hourly \$ 20.35	\$ 43,596.80	\$ 20.96	\$ 44,907.20	\$ 21.59	\$ 46,259.20	\$ 22.24	\$ 47,652.80	\$ 22.91	\$ 48,963.20	\$ 23.54	\$ 50,190.40	\$ 24.13																	
F01	Firefighter I	Annual \$ 38,480.00	Hourly \$ 18.50	\$ 39,644.80	\$ 19.06	\$ 40,830.40	\$ 19.63																									

- Pay Plan Rules:**
- Incentives will be Tracked as Additional Pay on Top of the Base Step Rate [hourly incentives only applicable to nonexempt ranks]**
 - ~ Education [maximum combined incentive - \$1.50/hr.]:
 - ~ Associate degree - \$1.00/hr.
 - ~ Bachelor's degree and above - \$1.50/hr.
 - ~ Paramedic - \$2.00/hr.
 - ~ Prior Military Experience* - \$1.00/hr.
 - ~ Language - \$0.75/hr.
 - ~ Shift Training Officer - \$0.75/hr.
 - ~ Special Teams Stipend:
 - ~ HAZMAT/Rescue Team - \$3,120/yr.
 - Exempt, command staff in grades F07-F08 are eligible for a one-time lump sum incentive of \$4,000.00 upon completion of a bachelor's degree.**
 - Step Placement of Lateral Firefighters at Hire [Must have at least 1 year of prior IFSAC or ProBoard recognized certified firefighter II experience to be considered a lateral hire]:**
 - ~ Grade placement based upon verification of certification and required formal training for position.
 - ~ Must have at least 1 year of experience as a certified firefighter to be graded as F02.
 - ~ Must have at least 2 years of experience as a certified firefighter II to be graded as F03.
 - ~ Step placement within grade based upon qualified prior fire experience as follows:
 - ~ At least 1 but less than 2 years of experience will be hired at step 1 for F02.
 - ~ At least 2 but less than 5 years of experience will be hired at step 2 for F02 OR step 1 for F03.
 - ~ At least 5 but less than 8 years of experience will be hired at step 3 for F02 OR step 2 for F03.
 - ~ At least 8 but less than 11 years of experience will be hired at step 4 for F02 OR step 3 for F03.
 - ~ At least 11 but less than 14 years of experience will be hired at step 5 for F02 OR step 4 for F03.
 - ~ At least 14 years of experience and above will be hired at step 5 for F02 and F03.
 - Promotional Increases Within Non-Exempt Grades/Ranks as Follows:**
 - ~ Promotion to F02/F03/F04: minimum increase to the step that is at or above 2% increase from current rate.
 - ~ Promotion to F05/F06: minimum increase to the step that is at or above 3% increase from current rate.
 - Step Advancement within Non-Exempt Grade/Rank as Follows:**
 - ~ Firefighter I:
 - ~ step 1: no prior certifications or training
 - ~ step 2: upon receiving firefighter OR EMT certification
 - ~ step 3: upon receiving firefighter AND EMT certification
 - ~ F02-F06: Must receive a performance evaluation of "Meets Expectation" or better to advance steps.
 - ~ Employees frozen in step if City does not fund City-level merit/pay plan increases in any fiscal year; COLAs result in step value changes at COLA rate.
 - ~ Employees at top of ranges are only eligible for lump sum increases.
 - Approved educational (degree-seeking) tuition reimbursement: Up to \$5,000 per fiscal year (July 1 - June 30).**
 - *Military experience includes those who have been honorably discharged from military service and those actively serving in Reserve and Guard forces.**

Additional Position Titles by Rank & Grade:

F08	Assistant Fire Chief: Fire Marshal
F07	Battalion Chief: Chief of Training/Chief Medical Coordinator/Deputy Fire Marshal
F06	Fire Captain: Chief Fire Mechanic/Fire Accreditation Manager/Resource Management Officer/Training Officer
F05	Fire Lieutenant: Fire Inspector II/Fire Community Risk Reduction & Education Coordinator
F04	Fire Specialist: Assistant Fire Mechanic/Fire Inspector I
F03	Firefighter III: Firefighter III (EMT)
F02	Firefighter II: Firefighter II (EMT)