

C. CLASSIFICATIONS - FIRE BARGAINING UNIT

2026 Fire Bargaining Pay Plan - 3% increase over 2025 salaries (Salaries effective 12/21/2025)

Class Code	Class Title	Pay Range		<u>T</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
8005	Firefighter - Probationary	0 UF	AN. BW. HR.	\$69,334.72 \$2,666.72 \$23.81							
8010	Firefighter	1 UF	AN. BW. HR.		\$72,712.64 \$2,796.64 \$24.97	\$76,731.20 \$2,951.20 \$26.35	\$80,924.48 \$3,112.48 \$27.79	\$84,972.16 \$3,268.16 \$29.18	\$89,078.08 \$3,426.08 \$30.59	\$93,154.88 \$3,582.88 \$31.99	\$97,231.68 \$3,739.68 \$33.39
8030	Fire Apparatus Engineer	3 UF	AN. BW. HR.		\$99,998.08 \$3,846.08 \$34.34	\$103,259.52 \$3,971.52 \$35.46					
8070	Fire Captain	4 UF	AN. BW. HR.		\$104,395.20 \$4,015.20 \$35.85	\$108,035.20 \$4,155.20 \$37.10	\$111,587.84 \$4,291.84 \$38.32	\$115,198.72 \$4,430.72 \$39.56	\$118,780.48 \$4,568.48 \$40.79		
8120	EMS Shift Sprvsr	5 UF	AN. BW. HR.		\$120,090.88 \$4,618.88 \$41.24	\$124,022.08 \$4,770.08 \$42.59	\$128,011.52 \$4,923.52 \$43.96	\$132,030.08 \$5,078.08 \$45.34			
8130	Assistant Fire Marshall	2 UF	AN. BW. HR.		\$132,845.44 \$5,109.44 \$45.62	\$135,349.76 \$5,205.76 \$46.48	\$137,912.32 \$5,304.32 \$47.36	\$140,271.04 \$5,395.04 \$48.17			
8150	Battalion Fire Chief	6 UF	AN. BW. HR.		\$142,629.76 \$5,485.76 \$48.98	\$145,250.56 \$5,586.56 \$49.88	\$147,987.84 \$5,691.84 \$50.82	\$150,579.52 \$5,791.52 \$51.71			

STEP PROGRESSION

Firefighter - Probationary

Firefighter

Fire Apparatus Engineer

<u>Step</u>	<u>Requirement</u>	<u>Step</u>	<u>Requirement</u>	<u>Step</u>	<u>Requirement</u>
"T"	Initial Hire	"A"	Six (6) months at step "T"	"A"	Initial Promotion
		"B"	Twelve (12) months at step "A"	"B"	Eight (8) months at step "A"
		"C"	Twelve (12) months at step "B"		
		"D"	Twelve (12) months at step "C"		
		"E"	Twelve (12) months at step "D"		
		"F"	Twelve (12) months at step "E"		
		"G"	Twelve (12) months at step "F"		

STEP PROGRESSION

Fire Captain / EMS Shift Supervisor

<u>Step</u>	<u>Requirement</u>
"A"	Initial Promotion
"B"	Eight (8) months at step "A"
"C"	Eight (8) months at step "B"
"D"	Eight (8) months at step "C"
"E"	Eight (8) months at step "D" (Captain Only)

Assistant Fire Marshall / Battalion Fire Chief

<u>Step</u>	<u>Requirement</u>
"A"	Initial Promotion
"B"	Ten (10) months step "A"
"C"	Ten (10) months step "B"
"D"	Ten (10) months step "C"