

FY 2024-2025 Fire Department Step Plan



Battalion Chief	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	\$125,659	\$128,424	\$131,249	\$134,137	\$137,088	\$140,104

Fire Captain	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	\$109,465	\$112,640	\$115,906	\$119,268	\$122,727	\$126,286

Fire Lieutenant	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	\$95,635	\$98,982	\$102,447	\$106,032	\$109,743	\$113,585

Fire Engineer	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	\$86,100	\$87,735	\$89,402	\$91,101	\$92,832	\$94,596	\$96,393	\$98,225	\$100,091	\$101,993

Firefighter	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
	\$66,974	\$68,501	\$70,069	\$71,674	\$73,315	\$74,994	\$76,711	\$78,468	\$80,265	\$82,103	\$83,983	\$85,907	\$87,874	\$89,886	\$91,945

Promotion Matrix for Overlapping Ranks*

Firefighter Step	Salary	Engineer Step	Salary	% Increase
Step 1	66,974	Step 1	86,100	28.6%
Step 2	68,501	Step 1	86,100	25.7%
Step 3	70,069	Step 1	86,100	22.9%
Step 4	71,674	Step 1	86,100	20.1%
Step 5	73,315	Step 1	86,100	17.4%
Step 6	74,994	Step 1	86,100	14.8%
Step 7	76,711	Step 1	86,100	12.2%
Step 8	78,468	Step 1	86,100	9.7%
Step 9	80,265	Step 1	86,100	7.3%
Step 10	82,103	Step 1	86,100	4.9%
Step 11	83,983	Step 1	86,100	2.5%
Step 12	85,907	Step 2	87,735	2.1%
Step 13	87,874	Step 3	89,402	1.7%
Step 14	89,886	Step 4	91,101	1.4%
Step 15	91,945	Step 5	92,832	1.0%

Engineer Step	Salary	Lieutenant Step	Salary	% Increase
Step 1	86,100	Step 1	95,635	11.1%
Step 2	87,735	Step 1	95,635	9.0%
Step 3	89,402	Step 1	95,635	7.0%
Step 4	91,101	Step 1	95,635	5.0%
Step 5	92,832	Step 1	95,635	3.0%
Step 6	94,596	Step 1	95,635	1.1%
Step 7	96,393	Step 2	98,982	2.7%
Step 8	98,225	Step 3	102,447	4.3%
Step 9	100,091	Step 3	102,447	2.4%
Step 10	101,993	Step 4	106,032	4.0%

Lieutenant	Salary	Captain Step	Salary	% Increase
Step 1	95,635	Step 1	109,465	14.5%
Step 2	98,982	Step 1	109,465	10.6%
Step 3	102,447	Step 1	109,465	6.9%
Step 4	106,032	Step 1	109,465	3.2%
Step 5	109,743	Step 2	112,640	2.6%
Step 6	113,585	Step 3	115,906	2.0%

Captain Step	Salary	BC Step	Salary	% Increase
Step 1	109,465	Step 1	125,659	14.8%
Step 2	112,640	Step 1	125,659	11.6%
Step 3	115,906	Step 1	125,659	8.4%
Step 4	119,268	Step 1	125,659	5.4%
Step 5	122,727	Step 1	125,659	2.4%
Step 6	126,286	Step 2	128,424	1.7%

*When promoting, reference this chart to see what step you will move to in the new rank.

** When skipping a rank in a promotion, employee will go to the first step of the new rank.