

FY 2025-2026 Fire Department Step Plan



<i>Battalion Chief/Division Chief</i>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6									
	\$128,801	\$131,635	\$134,531	\$137,490	\$140,515	\$143,607									
<i>Fire Captain</i>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6									
	\$115,951	\$118,532	\$121,170	\$123,868	\$126,625	\$129,543									
<i>Fire Lieutenant</i>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6									
	\$101,604	\$104,409	\$107,291	\$110,253	\$113,297	\$116,426									
<i>Fire Engineer</i>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10					
	\$90,949	\$92,169	\$93,390	\$94,610	\$97,150	\$98,427	\$99,703	\$100,979	\$102,594	\$104,544					
<i>Firefighter</i>	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
	\$71,825	\$73,098	\$74,541	\$76,012	\$77,512	\$79,042	\$80,602	\$82,368	\$83,815	\$85,469	\$87,156	\$88,877	\$90,631	\$92,420	\$94,289

Promotion Matrix for Overlapping Ranks*

Firefighter Step	Salary	Engineer Step	Salary	% Increase
Step 1	71,825	Step 1	90,949	26.6%
Step 2	73,098	Step 1	90,949	24.4%
Step 3	74,541	Step 1	90,949	22.0%
Step 4	76,012	Step 1	90,949	19.7%
Step 5	77,512	Step 1	90,949	17.3%
Step 6	79,042	Step 1	90,949	15.1%
Step 7	80,602	Step 1	90,949	12.8%
Step 8	82,368	Step 1	90,949	10.4%
Step 9	83,815	Step 1	90,949	8.5%
Step 10	85,469	Step 1	90,949	6.4%
Step 11	87,156	Step 1	90,949	4.4%
Step 12	88,877	Step 2	92,169	3.7%
Step 13	90,631	Step 3	93,390	3.0%
Step 14	92,420	Step 4	94,610	2.4%
Step 15	94,289	Step 5	97,150	3.0%

Engineer Step	Salary	Lieutenant Step	Salary	% Increase
Step 1	90,949	Step 1	101,604	11.7%
Step 2	92,169	Step 1	101,604	10.2%
Step 3	93,390	Step 1	101,604	8.8%
Step 4	94,610	Step 1	101,604	7.4%
Step 5	97,150	Step 1	101,604	4.6%
Step 6	98,427	Step 1	101,604	3.2%
Step 7	99,703	Step 2	104,409	4.7%
Step 8	100,979	Step 2	104,409	3.4%
Step 9	102,594	Step 3	107,291	4.6%
Step 10	104,544	Step 3	107,291	2.6%

Lieutenant Step	Salary	Captain Step	Salary	% Increase
Step 1	101,604	Step 1	115,951	14.1%
Step 2	104,409	Step 1	115,951	11.1%
Step 3	107,291	Step 1	115,951	8.1%
Step 4	110,253	Step 1	115,951	5.2%
Step 5	113,297	Step 1	115,951	2.3%
Step 6	116,426	Step 2	118,532	1.8%

Captain Step	Salary	BC/DC Step	Salary	% Increase
Step 1	115,951	Step 1	128,801	11.1%
Step 2	118,532	Step 1	128,801	8.7%
Step 3	121,170	Step 1	128,801	6.3%
Step 4	123,868	Step 1	128,801	4.0%
Step 5	126,625	Step 1	128,801	1.7%
Step 6	129,543	Step 2	131,635	1.6%

*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.