

PROPOSED FIRE STRUCTURE																						Range Spread
	Recruit/Trainee	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	Step 16	Step 17	Step 18	Step 19	Step 20	
Asst Fire Chief																		\$148,982	\$156,431	\$164,253	\$172,466	16%
																			5%	5%	5%	
% of Entry and Top Step to Market																		116%	NA	NA	105%	
Battalion Chief														\$122,568	\$128,696	\$135,131	\$141,888					16%
															5%	5%	5%					
% of Entry and Top Step to Market														111%	NA	NA	104%					
Deputy Fire Marshal										\$100,836	\$105,878	\$111,172	\$116,731									16%
											5%	5%	5%									
% of Entry and Top Step to Market										102%	NA	NA	101%									
Fire Captain										\$100,836	\$105,878	\$111,172	\$116,731									16%
											5%	5%	5%									
% of Entry and Top Step to Market										106%	NA	NA	106%									
Fire Driver			\$71,663	\$75,246	\$79,008	\$82,958	\$87,106	\$91,461	\$96,034													34%
				5%	5%	5%	5%	5%	5%													
% of Entry and Top Step to Market			96%	101%	106%	NA	NA	NA	104%													
Firefighter	\$65,000	\$68,250	\$71,663	\$75,246	\$79,008	\$82,958	\$87,106															34%
		5%	5%	5%	5%	5%	5%															
% of Entry and Top Step to Market	101%	NA	NA	NA	NA	NA	99%															

2025 COF Fire Rates	\$	58,706	\$	62,171	\$	65,666	\$	69,218	\$	72,713	\$	76,236	\$	79,789	\$	83,341	\$	86,865	\$	91,641	\$	95,980	\$	100,435	\$	104,832	\$	115,461	\$	120,994	\$	126,585	\$	132,147	\$	136,781	\$	143,728	\$	150,675	\$	157,602		
																		\$	88,641	\$	98,966	\$	101,317	\$	103,771	\$	106,142																	
Fire Proposal		71000		73485		76057		78719		81474		84326		87277		90332		\$	93,493																									
						76325													\$	100,505																								

Fire Chief	\$149,266	\$162,308	\$166,471	\$170,774	\$174,991	\$179,263	\$183,656	\$184,559	\$189,710	\$192,051	\$193,880	\$194,737	\$195,616	\$196,514	\$196,962	\$210,906						41%
Asst Chief	\$128,364	\$130,890	\$133,849	\$136,879	\$140,155	\$142,972	\$146,033	\$149,334	\$149,881	\$151,522	\$152,762	\$153,367	\$153,986	\$154,622	\$154,958	\$164,987						29%
Battalion Chief	\$109,934	\$115,967	\$118,201	\$117,813	\$121,787	\$123,633	\$125,265	\$124,934	\$127,910	\$128,912	\$130,246	\$130,466	\$130,690	\$130,922	\$131,158	\$136,720						24%
Deputy Fire Marshal	\$98,770	\$106,344	\$108,698	\$110,268	\$111,616	\$112,390	\$112,637	\$109,916	\$113,150	\$113,418	\$113,691	\$113,970	\$114,259	\$114,555	\$114,856	\$115,433						17%
Fire Captain	\$95,257	\$97,437	\$99,442	\$101,370	\$103,557	\$104,726	\$105,725	\$106,536	\$107,314	\$107,830	\$108,543	\$108,691	\$108,844	\$109,000	\$109,159	\$110,130						16%
Fire Driver	\$74,667	\$78,236	\$80,233	\$82,899	\$84,165	\$85,643	\$86,950	\$87,718	\$89,187	\$89,665	\$90,147	\$90,273	\$90,404	\$90,538	\$90,674	\$92,517						24%
Firefighter	\$64,336	\$70,065	\$72,842	\$76,531	\$78,734	\$81,145	\$82,821	\$82,031	\$84,931	\$85,627	\$85,880	\$86,001	\$86,125	\$86,251	\$86,381	\$87,944						37%

Row Labels	Min of Annual Salary	Max of Annual Salary	Average of Annual Salary
Asst Fire Chief	\$157,601.60	\$157,601.60	\$157,601.60
Battalion Chief	\$115,419.20	\$132,146.56	\$128,665.68
Deputy Fire Marshal	\$84,572.80	\$106,142.40	\$101,757.07
Fire Captain	\$91,640.64	\$104,832.00	\$102,763.44
Fire Driver	\$72,712.64	\$88,641.28	\$83,568.39
Firefighter	\$58,552.00	\$72,712.64	\$63,314.02
(blank)	\$195,665.60	\$195,665.60	\$195,665.60
Grand Total	\$58,552.00	\$195,665.60	\$87,255.12