Appendix A:

## Position Titles and Hourly Rates / Salary Ranges

## Twenty-Four (24) Hour Shift Full Time Employees

| Pos | Position Title | Min | Mid | Max | Min | Mid | Max |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| FS 1 | Firefighter 1 | 12.58 | N/A | N/A | 42,021 |  |  |
| FS 2 | Firefighter 2 | 13.84 | 18.14 | 22.42 | 46,216 | 60,576 | 74,871 |
| FS 3 | Firefighter 3 | 15.27 | 16.02 | 19.61 | 51,015 | 65,755 | 80,469 |
| FS 4 | Driver/Operator | 16.17 | 21.03 | 25.90 | 54,023 | 70,246 | 86,495 |
| FS 5 | Officer 1 (Company Officer) | 17.61 | 22.73 | 27.84 | 58,824 | 75,919 | 92,990 |
| FS 6 | Officer 2 (Chief Officer) | $62,908^{*}$ | $84,926^{*}$ | $106,944^{*}$ |  |  |  |

* Annual salary shown for exempt employees
* Annual salaries indicated for hourly employees are estimated based on the employee working all hours and obtaining all scheduled structural overtime

Day Time (40 Hour) Full Time Employees

| Pos | Position Title | Min | Mid | Max | Min | Mid | Max |
| :---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| FS 1 | Firefighter 1 | 20.21 | N/A | N/A |  |  |  |
| FS 2 | Firefighter 2 | 21.17 | 28.58 | 35.99 | 44,034 | 59,445 | 74,857 |
| FS 3 | Firefighter 3 | 22.76 | 30.72 | 38.69 | 47,336 | 63,904 | 80,471 |
| FS 4 | Driver/Operator | 24.46 | 33.03 | 41.59 | 50,886 | 68,697 | 86,507 |
| FS 5 | Officer 1 (Company Officer) | 26.30 | 35.50 | 44.71 | 54,703 | 73,849 | 92,995 |
| FS 6 | Officer 2 (Chief Officer) | $62,908^{*}$ | $84,926^{*}$ | $106,944^{*}$ |  |  |  |
| FS 7 | Executive Officer 1(Asst. Chief) | $72,344^{*}$ | $97,665^{*}$ | $122,986^{*}$ |  |  |  |
| FS 8 | Executive Officer 2 (Deputy Chief) | $83,196^{*}$ | $112,315^{*}$ | $141,433^{*}$ |  |  |  |
| FS 9 | Executive Officer 3(Fire Chief) | $95,676^{*}$ | $129,162^{*}$ | $162,648^{*}$ |  |  |  |
| FS 10 | Administrative Assistant | 16.65 | 22.48 | 28.31 |  |  |  |
| FS 11 | Administrative Assistant 2 | 20.19 | 27.26 | 34.33 |  |  |  |
| FS 12 | Department Business Officer | $\$ 64,971^{*}$ | $\$ 87,712^{*}$ | $\$ 110,454^{*}$ |  |  |  |

* Annual salary shown for exempt employees


## Part Time (< 40 Hour) Employees

| Grade/Code | Position Title | Minimum | Midpoint | Maximum |
| :--- | :--- | :---: | :---: | :---: |
| FS 1 | Firefighter 1 | 20.21 | N/A | N/A |
| FS 2 | Firefighter 2 | 21.17 | N/A | N/A |
| FS 3 | Firefighter 3 | 22.76 | N/A | N/A |
| FS 4 | Driver/Operator | 24.46 | N/A | N/A |
| FS 5 | Officer 1 (Company Officer) | 26.30 | N/A | N/A |
| FS 6 | Officer 2 (Chief Officer) | 30.24 | N/A | N/A |
| FS 7 | Executive Officer 1(Asst. Chief) | 34.78 | N/A | N/A |
| FS 8 | Executive Officer 2 (Deputy <br> Chief) | 39.99 | N/A | N/A |
| FS 9 | Executive Officer 3(Fire Chief) | 45.99 | N/A | N/A |
| FS 10 | Administrative Assistant | 16.65 | N/A | N/A |
| FS 11 | Administrative Assistant 2 | 20.19 | N/A | N/A |

