

2024 Pay Schedule
4.6% COLA and 1.5% Market adjustment
Percentage Matrix

Job Class	Recruit	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	70%	80%	85%	90%	95%	100%
Firefighter/Paramedic	82.5%	92.5%	97.5%	102.5%	107.5%	112.5%
Fire Lieutenant					113%	115%
Paramedic Lieutenant					119%	121%
Fire Prevention Officer Level I (40)						110%
Fire Prevention Officer Level II (40)						115%
Training Officer (Lt. 40 hr.)						115%
Battalion Chief					125%	128%
Medical Services Officer/BC (40)					125%	128%

Job Class	Recruit	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	30.2047	34.5196	36.6771	38.8346	40.9920	43.1495
Firefighter/Paramedic	35.5983	39.9133	42.0708	44.2282	46.3857	48.5432
Fire Lieutenant					48.7589	49.6219
Paramedic Lieutenant					51.3479	52.2109
Fire Prevention Officer Level I (40)						58.0527
Fire Prevention Officer Level II (40)						60.6914
Training Officer (Lt. 40 hr.)						60.6914
Battalion Chief					53.9369	55.2314
Medical Services Officer/BC (40)					65.9689	67.5522

Job Class	Recruit	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	6,403	7,318	7,776	8,233	8,690	9,148
Firefighter/Paramedic	7,547	8,462	8,919	9,376	9,834	10,291
Fire Lieutenant					10,337	10,520
Paramedic Lieutenant					10,886	11,069
Fire Prevention Officer Level I (40)						10,062
Fire Prevention Officer Level II (40)						10,520
Training Officer (Lt. 40 hr.)						10,520
Battalion Chief					11,435	11,709
Medical Services Officer/BC (40)					11,435	11,709

Hourly rates based on 2544 annual hours for shifts and 2080 annual hours for 40-hour employees.