

**UNIFIED FIRE AUTHORITY
FIREFIGHTER PAY PLAN
JULY 1, 2025 TO JUNE 30, 2026**

ANNUAL	Rank	\$1	2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%
	Firefighter	56,907	58,472	60,080	61,732	65,177	66,969	70,706	74,652	78,817	83,215
	Firefighter II	58,662	60,276	61,933	63,636	67,187	69,035	72,887	76,954	81,248	85,782
	Engineer/Specialist I	61,504	63,195	64,933	66,719	70,441	72,379	76,417	80,681	85,183	89,937
	Engineer/Specialist II	64,741	66,521	68,350	70,230	74,149	76,188	80,439	84,928	89,667	94,670
	Specialist III	69,272	71,177	73,134	75,146	79,339	81,521	86,069	90,872	95,943	101,296
	Paramedic I	68,437	70,319	72,252	74,239	78,382	80,537	85,031	89,776	94,786	100,075
	Paramedic II	69,939	71,863	73,839	75,869	80,103	82,306	86,898	91,747	96,867	102,272
	Captain/Staff Captain	78,805	80,973	83,199	85,487	90,257	92,740	97,914	103,378	109,147	115,237
	BC/Division Chief	91,414	93,928	96,511	99,165	104,699	107,578	113,581	119,919	126,610	133,675

MONTHLY	Rank	\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	4,742.28	4,872.69	5,006.69	5,144.37	5,431.43	5,580.79	5,892.20	6,220.98	6,568.11	6,934.62
	Firefighter II	4,888.53	5,022.97	5,161.10	5,303.03	5,598.94	5,752.91	6,073.92	6,412.85	6,770.68	7,148.49
	Engineer/Specialist I	5,125.30	5,266.25	5,411.07	5,559.88	5,870.12	6,031.54	6,368.11	6,723.45	7,098.61	7,494.72
	Engineer/Specialist II	5,395.06	5,543.42	5,695.86	5,852.50	6,179.07	6,348.99	6,703.27	7,077.31	7,472.22	7,889.18
	Specialist III	5,772.68	5,931.43	6,094.54	6,262.14	6,611.57	6,793.39	7,172.46	7,572.68	7,995.24	8,441.37
	Paramedic I	5,703.05	5,859.89	6,021.04	6,186.61	6,531.83	6,711.45	7,085.95	7,481.35	7,898.81	8,339.56
	Paramedic II	5,828.28	5,988.55	6,153.24	6,322.45	6,675.25	6,858.82	7,241.54	7,645.62	8,072.24	8,522.67
	Captain/Staff Captain	6,567.12	6,747.71	6,933.28	7,123.94	7,521.46	7,728.30	8,159.54	8,614.84	9,095.55	9,603.08
	BC/Division Chief	7,617.86	7,827.35	8,042.60	8,263.77	8,724.89	8,964.82	9,465.06	9,993.21	10,550.83	11,139.57

SEMI-MONTHLY	Rank	\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	2,371.14	2,436.34	2,503.34	2,572.19	2,715.71	2,790.40	2,946.10	3,110.49	3,284.06	3,467.31
	Firefighter II	2,444.27	2,511.48	2,580.55	2,651.51	2,799.47	2,876.45	3,036.96	3,206.42	3,385.34	3,574.24
	Engineer/Specialist I	2,562.65	2,633.12	2,705.54	2,779.94	2,935.06	3,015.77	3,184.05	3,361.72	3,549.31	3,747.36
	Engineer/Specialist II	2,697.53	2,771.71	2,847.93	2,926.25	3,089.54	3,174.50	3,351.63	3,538.66	3,736.11	3,944.59
	Specialist III	2,886.34	2,965.71	3,047.27	3,131.07	3,305.78	3,396.69	3,586.23	3,786.34	3,997.62	4,220.69
	Paramedic I	2,851.53	2,929.94	3,010.52	3,093.31	3,265.91	3,355.73	3,542.98	3,740.67	3,949.40	4,169.78
	Paramedic II	2,914.14	2,994.28	3,076.62	3,161.23	3,337.62	3,429.41	3,620.77	3,822.81	4,036.12	4,261.34
	Captain/Staff Captain	3,283.56	3,373.86	3,466.64	3,561.97	3,760.73	3,864.15	4,079.77	4,307.42	4,547.77	4,801.54
	BC/Division Chief	3,808.93	3,913.67	4,021.30	4,131.89	4,362.44	4,482.41	4,732.53	4,996.61	5,275.42	5,569.78

PLATOON HOURLY	Rank	\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	19.47546	20.01104	20.56134	21.12678	22.30565	22.91906	24.19794	25.54819	26.97378	28.47891
	Firefighter II	20.07611	20.62820	21.19548	21.77835	22.99359	23.62591	24.94423	26.33612	27.80568	29.35724
	Engineer/Specialist I	21.04847	21.62731	22.22206	22.83317	24.10726	24.77021	26.15238	27.61169	29.15242	30.77912
	Engineer/Specialist II	22.15629	22.76559	23.39164	24.03491	25.37606	26.07390	27.52882	29.06493	30.68676	32.39908
	Specialist III	23.70710	24.35904	25.02892	25.71721	27.15223	27.89892	29.45568	31.09931	32.83465	34.66682
	Paramedic I	23.42117	24.06525	24.72704	25.40704	26.82475	27.56243	29.10042	30.72422	32.43863	34.24871
	Paramedic II	23.93543	24.59365	25.26998	25.96490	27.41374	28.16762	29.73938	31.39883	33.15089	35.00071
	Captain/Staff Captain	26.96968	27.71135	28.47341	29.25643	30.88894	31.73838	33.50939	35.37921	37.35337	39.43769
	BC/Division Chief	31.28483	32.14516	33.02916	33.93746	35.83117	36.81653	38.87089	41.03988	43.32991	45.74772

DAY HOURLY		\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	27.35928	28.11166	28.88473	29.67906	31.33516	32.19687	33.99346	35.89029	37.89297	40.00740
	Firefighter II	28.20307	28.97866	29.77557	30.59440	32.30157	33.18986	35.04185	36.99719	39.06163	41.24127
	Engineer/Specialist I	29.56906	30.38221	31.21772	32.07621	33.86606	34.79737	36.73907	38.78911	40.95354	43.23875
	Engineer/Specialist II	31.12533	31.98127	32.86076	33.76443	35.64848	36.62882	38.67270	40.83064	43.10899	45.51447
	Specialist III	33.30391	34.21977	35.16081	36.12774	38.14366	39.19262	41.37956	43.68854	46.12636	48.70022
	Paramedic I	32.90224	33.80705	34.73674	35.69200	37.68362	38.71992	40.88049	43.16162	45.57004	48.11285
	Paramedic II	33.62468	34.54935	35.49946	36.47570	38.51104	39.57009	41.77810	44.10932	46.57062	49.16926
	Captain/Staff Captain	37.88722	38.92912	39.99967	41.09966	43.39302	44.58633	47.07424	49.70099	52.47430	55.40237
	BC/Division Chief	43.94917	45.15777	46.39961	47.67560	50.33590	51.72014	54.60612	57.65314	60.87019	64.26675

Assistant Chief	
ANNUAL	197,037
MONTHLY	16,419.74
SEMI-MONTHLY	8,209.87
DAY HOURLY	94.73

Ops Chief/Fire Marshal	
ANNUAL	179,123
MONTHLY	14,926.95
SEMI-MONTHLY	7,463.47
DAY HOURLY	86.12