



2020 Pay Plan

Effective: 1-1-20

Exempt	Grade	Rank	Range Min	Market Midpoint	Top of Range
	F8	Deputy Chief	\$84,600	\$110,000	\$135,400
	F7	Assistant Chief	\$74,470	\$93,090	\$111,710
	F6	Battalion Chief	\$66,790	\$81,050	\$100,190

Subject to City Merit Guidelines

Non-Exempt	Grade	Rank	Range												Top of Range	
			1	2	3	4	5	6	7	8	9	10	11	12		
Non-Exempt	F5	Captain	Annual \$56,800.02	\$59,072.00	\$61,434.88	\$63,892.19	\$66,288.14	\$68,608.38	\$71,009.54	\$72,429.76	\$73,878.48	\$75,355.90	\$76,863.07	\$78,400.40	Subject to City Merit Guidelines	\$85,199.92
			Hourly \$ 27.3077	\$ 28.4000	\$ 29.5360	\$ 30.7174	\$ 31.8693	\$ 32.9848	\$ 34.1392	\$ 34.8220	\$ 35.5185	\$ 36.2288	\$ 36.9534	\$ 37.6925		\$ 40.9615
	F4	Lieutenant	Annual \$51,222.91	\$53,271.71	\$55,402.67	\$57,618.70	\$59,779.41	\$61,871.68	\$63,109.07	\$64,371.42	\$65,658.74	\$66,972.05	\$68,311.36	\$69,677.71		\$74,273.06
			Hourly \$ 24.6264	\$ 25.6114	\$ 26.6359	\$ 27.7013	\$ 28.7401	\$ 29.7460	\$ 30.3409	\$ 30.9478	\$ 31.5667	\$ 32.1981	\$ 32.8420	\$ 33.4989		\$ 35.7082
	F3	Fire Specialist	Annual \$46,212.40	\$48,061.10	\$49,983.44	\$51,982.74	\$53,932.11	\$55,819.71	\$56,936.05	\$58,074.85	\$59,236.32	\$60,421.09	\$61,629.57	\$62,862.18		\$67,008.03
		Hourly \$ 22.2175	\$ 23.1063	\$ 24.0305	\$ 24.9917	\$ 25.9289	\$ 26.8364	\$ 27.3731	\$ 27.9206	\$ 28.4790	\$ 29.0486	\$ 29.6296	\$ 30.2222	\$ 32.2154		
	F2	Firefighter III	Annual \$42,617.33	\$44,322.10	\$46,094.88	\$47,938.80	\$49,137.29	\$50,120.09	\$51,122.45	\$52,144.77	\$53,187.68	\$54,251.43	\$55,336.45			
		Hourly \$ 20.4891	\$ 21.3087	\$ 22.1610	\$ 23.0475	\$ 23.6237	\$ 24.0962	\$ 24.5781	\$ 25.0696	\$ 25.5710	\$ 26.0824	\$ 26.6041				
	F1	Firefighter II	Annual \$37,668.80	\$39,175.55	\$40,742.62	\$42,372.28	\$43,431.58	\$44,300.22	\$45,186.13	\$46,089.88	\$47,011.74					
		Hourly \$ 18.1100	\$ 18.8344	\$ 19.5878	\$ 20.3713	\$ 20.8806	\$ 21.2982	\$ 21.7241	\$ 22.1586	\$ 22.6018						

- Pay Plan Rules:**
- Educational, prior fire service and veteran incentives will be reflected in the new pay structure as follows:
 - ~ New-hire educational incentives: [aggregate cannot exceed two steps]
 - Associate degree/Paramedic certified/veteran*/qualified prior Fire experience - add one step;
 - Bachelor/Masters - add two steps (total aggregate is two steps)
 - ~ Existing employee educational incentive: Associate/Bachelor/Masters degree and/or Paramedic certified
 - ~ Employees in steps 1-11: Associate and/or Paramedic Certification only-move one step. Bachelor w/prior compensated Associate degree- move one additional step. Bachelor only- move two steps.
 - ~ F3-F5 employees in Step 12, merit range or at top of range receive lump sum incentive based on a percentage of gross earnings**: 5% Associate Degree, 5% Bachelors w/prior Associate Degree, 10% Bachelors Degree only, 5% Masters Degree.
 - ~ Language incentive: Add one step upon certification.
 - ~ Approved educational institutional tuition reimbursement: Up to \$5,000 per fiscal year
 - * Qualified veteran includes those who have been honorably discharged from military service and those actively serving in Reserve and Guard forces.
 - ** Gross earnings are calculated upon the previous 12-months total earnings, including overtime earnings where applicable
 - Pay Plan accelerates employee compensation to GFD market midpoints and then slows compensation growth
 - ~ Market midpoints are highlighted in bold font
 - ~ Exempt ranks are subject to City of Greenville merit increase rules; non-exempt ranks subject to merit rules after Step 12
 - Minimum promotional increase within Non-Exempt ranks/grades is to step that is at or above 2% increase from current rate
 - Employees at top of ranges are only eligible for lump sum increases
 - Employee frozen in step if City does not fund City-level merit/pay plan increases in any fiscal year; COLAs result in step value changes at COLA rate

Additional Position Titles by Rank & Grade:

F7	Assistant Fire Chief: Fire Marshal
F6	Battalion Chief: Chief of Training
F5	Fire Captain: Chief Fire Mechanic/Deputy Fire Marshall/Fire Accreditation Manager/Resource Management Officer/Training Officer
F4	Fire Lieutenant: Fire Inspector II/Fire Community Risk Reduction & Education Coordinator/Fire Medical Compliance & Quality Assurance Officer
F3	Fire Specialist: Assistant Fire Mechanic/Fire Inspector I
F2	Firefighter III: Firefighter III (EMT)
F1	Firefighter II: Firefighter II (EMT)