

CAREER EMPLOYEE PAY SCALES

Purpose:

The purpose of this policy is to provide basic information about the District’s overall approach to career employee pay scales.

Scope:

This policy applies to each career employee of the District, as they have a responsibility to understand career employee pay scales as outlined in this document.

Policy:

- A. This policy is to be revisited annually in conjunction with District expenses and revenues.
- B. It is the desire of the District, when conditions of financial capability and responsible employee performance of duties are met, to provide regular base rate pay raises.
- C. The District Board of Trustees, in conference with the Chief, will retain the sole responsibility of assessing these conditions.
- D. Pay rates will take effect at the beginning of the first full week in July and end at the end of the weekly payroll period preceding the first full week in the following July.
- E. Firefighter/EMT’s and Firefighter/Paramedics shall advance to the next grade in their classification at the beginning of the next work week following the anniversary of their hire date.
- F. Employees who qualify for State Incentive Pay shall receive additional incentive pay overtime of their “Special Overtime”.

Pay Scale Charts:

- A. Position – Administrative Assistant
 - a. Hourly - \$18.21
 - b. Overtime - \$27.32
- B. Position – Firefighter/EMT

Grade:	Hourly:	Scheduled Overtime:	Un-Scheduled Overtime:
I	\$12.14	\$18.21	\$20.45
II	\$12.56	\$18.84	\$21.08
III	\$13.11	\$19.67	\$21.91
IV	\$13.75	\$20.63	\$22.87

C. Position – Firefighter/Paramedic

Grade:	Hourly:	Scheduled Overtime:	Un-Scheduled Overtime:
I	\$13.96	\$20.94	\$23.18
II	\$14.45	\$21.68	\$23.92
III	\$15.07	\$22.61	\$24.85
IV	\$15.81	\$23.72	\$25.96

D. Position – Lieutenant

- a. Hourly – \$16.69
- b. Scheduled Overtime - \$24.95
- c. Un-Scheduled Overtime - \$27.19

E. Position – Assistant Chief

- a. Annual Salary - \$66,955.72

F. Position – Chief - **Determined by the District Board of Trustees*

- a. Annual Salary - \$81,145.30