

REGULAR FULL-TIME EMPLOYEE PAY SCALES

Purpose:

Pay scales have been developed for the benefit of the Board of Trustees and the regular full-time employees of the District. The pay scales will assist in the payment of salaries and hourly rates addressing the advancement of personnel for future steps of rank in their career role with the District.

Scope:

This policy applies to all regular full-time employees of the District.

Policy:

This policy is to be revisited annually in conjunction with District expenses and revenues. 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. The District Board, in conference with the Fire Chief, will retain the sole responsibility of assessing these conditions. This policy will be reviewed and updated annually as part of the Burlington Fire Protection District budget process. 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.

Firefighter/EMT's and Firefighter/Paramedics will advance to the next grade in their classification at the beginning of the next work week following the anniversary of their hire date. Employees who qualify for State Incentive Pay will receive additional incentive pay overtime on their Special Overtime.

Pay Scale Charts:

A. Position – Administrative Assistant – 40HFTE

Fiscal Year:	Annual Salary:	Weekly:	Hourly:	Overtime:
2009/2010	N/A	N/A	\$18.03	\$27.04

B. Position – Firefighter/EMT – Regular Full Time Shift Employee Fiscal Year 2009/2010

Grade:	Annual Salary:	Weekly:	Hourly:	Scheduled Overtime:	Un-scheduled Overtime:
I	N/A	N/A	\$12.02	\$18.03	\$20.27
II	N/A	N/A	\$12.44	\$18.66	\$20.90
III	N/A	N/A	\$12.98	\$19.46	\$21.70
IV	N/A	N/A	\$13.61	\$20.42	\$22.66

C. Position – Firefighter/Paramedic – Regular Full Time Shift Employee Fiscal Year 2009/2010

Grade:	Annual Salary:	Weekly:	Hourly:	Scheduled Overtime:	Unscheduled Overtime:
I	N/A	N/A	\$13.82	\$20.73	\$22.97
II	N/A	N/A	\$14.31	\$21.46	\$23.70
III	N/A	N/A	\$14.92	\$22.38	\$24.62
IV	N/A	N/A	\$15.65	\$23.48	\$25.72

D. Position – Lieutenant & ALS Coordinator – Regular Full Time Shift Employee Fiscal Year 2009/2010

Fiscal Year:	Annual Salary:	Weekly:	Hourly:	Overtime:	Special Overtime:
2009/2010	N/A	N/A	\$16.52	\$24.78	\$27.02

E. Position – Assistant Chief – 40HFTE

Fiscal Year:	Annual Salary:	Weekly:	Hourly:	Overtime:
2009/2010	\$66,292.79	N/A	N/A	N/A

F. Position – Chief – 40HFTE

Fiscal Year:	Annual Salary:	Weekly:	Hourly:	Overtime:
2009/2010	Determined by the District Board (3.5 % = \$80,341.88)	N/A	N/A	N/A