

**UNIFIED FIRE AUTHORITY  
FIREFIGHTER PAY PLAN  
JULY 1, 2026 TO JUNE 30, 2027**

		2.75%	2.75%	2.75%	5.58%	2.75%	5.58%	5.58%	5.58%	5.58%	
<b>ANNUAL</b>	Rank	\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	58,956	60,577	62,243	63,954	67,523	69,380	73,251	77,339	81,654	86,211
	Firefighter II	60,774	62,445	64,162	65,927	69,606	71,520	75,510	79,724	84,173	88,869
	Engineer/Specialist I	63,718	65,470	67,271	69,121	72,978	74,985	79,169	83,586	88,250	93,175
	Engineer/Specialist II	67,072	68,916	70,811	72,759	76,819	78,931	83,335	87,986	92,895	98,079
	Specialist III	71,766	73,739	75,767	77,851	82,195	84,455	89,168	94,143	99,397	104,943
	Paramedic I	70,901	72,851	74,854	76,912	81,204	83,437	88,093	93,009	98,198	103,678
	Paramedic II	72,932	74,938	76,999	79,116	83,531	85,828	90,617	95,674	101,012	106,649
	Captain/Staff Captain	81,642	83,887	86,194	88,564	93,506	96,078	101,439	107,099	113,075	119,385
	BC/Division Chief	96,338	98,987	101,709	104,506	110,337	113,372	119,698	126,377	133,429	140,874

<b>MONTHLY</b>	Rank	\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	4,912.97	5,048.08	5,186.90	5,329.54	5,626.93	5,781.67	6,104.29	6,444.90	6,804.53	7,184.22
	Firefighter II	5,064.49	5,203.76	5,346.86	5,493.90	5,800.46	5,959.97	6,292.54	6,643.66	7,014.38	7,405.78
	Engineer/Specialist I	5,309.84	5,455.86	5,605.90	5,760.06	6,081.47	6,248.71	6,597.39	6,965.52	7,354.20	7,764.56
	Engineer/Specialist II	5,589.31	5,743.01	5,900.95	6,063.22	6,401.55	6,577.59	6,944.62	7,332.13	7,741.26	8,173.23
	Specialist III	5,980.48	6,144.95	6,313.93	6,487.57	6,849.57	7,037.93	7,430.65	7,845.28	8,283.05	8,745.24
	Paramedic I	5,908.39	6,070.88	6,237.82	6,409.36	6,767.01	6,953.10	7,341.08	7,750.72	8,183.20	8,639.83
	Paramedic II	6,077.70	6,244.84	6,416.57	6,593.02	6,960.92	7,152.34	7,551.44	7,972.81	8,417.69	8,887.40
	Captain/Staff Captain	6,803.50	6,990.59	7,182.84	7,380.36	7,792.19	8,006.47	8,453.23	8,924.93	9,422.94	9,948.74
	BC/Division Chief	8,028.13	8,248.90	8,475.75	8,708.83	9,194.78	9,447.64	9,974.82	10,531.41	11,119.06	11,739.51

<b>SEMI-MONTHLY</b>	Rank	\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	2,456.49	2,524.04	2,593.45	2,664.77	2,813.46	2,890.83	3,052.14	3,222.45	3,402.27	3,592.11
	Firefighter II	2,532.24	2,601.88	2,673.43	2,746.95	2,900.23	2,979.99	3,146.27	3,321.83	3,507.19	3,702.89
	Engineer/Specialist I	2,654.92	2,727.93	2,802.95	2,880.03	3,040.74	3,124.36	3,298.69	3,482.76	3,677.10	3,882.28
	Engineer/Specialist II	2,794.65	2,871.51	2,950.47	3,031.61	3,200.77	3,288.80	3,472.31	3,666.07	3,870.63	4,086.61
	Specialist III	2,990.24	3,072.47	3,156.97	3,243.78	3,424.79	3,518.97	3,715.33	3,922.64	4,141.52	4,372.62
	Paramedic I	2,954.20	3,035.44	3,118.91	3,204.68	3,383.50	3,476.55	3,670.54	3,875.36	4,091.60	4,319.91
	Paramedic II	3,038.85	3,122.42	3,208.28	3,296.51	3,480.46	3,576.17	3,775.72	3,986.41	4,208.85	4,443.70
	Captain/Staff Captain	3,401.75	3,495.30	3,591.42	3,690.18	3,896.09	4,003.24	4,226.62	4,462.46	4,711.47	4,974.37
	BC/Division Chief	4,014.06	4,124.45	4,237.87	4,354.41	4,597.39	4,723.82	4,987.41	5,265.71	5,559.53	5,869.75

<b>PLATOON HOURLY</b>	Rank	\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	20,17647	20,73133	21,30144	21,88723	23,10853	23,74402	25,06893	26,46778	27,94468	29,50400
	Firefighter II	20,79871	21,37068	21,95837	22,56222	23,82120	24,47628	25,84206	27,28404	28,80649	30,41389
	Engineer/Specialist I	21,80633	22,40600	23,02217	23,65528	24,97524	25,66206	27,09400	28,60585	30,20206	31,88733
	Engineer/Specialist II	22,95403	23,58527	24,23386	24,90029	26,28973	27,01270	28,52000	30,11142	31,79164	33,56561
	Specialist III	24,56050	25,23592	25,92991	26,64298	28,12966	28,90322	30,51602	32,21882	34,01663	35,91475
	Paramedic I	24,26445	24,93173	25,61735	26,32183	27,79058	28,55482	30,14818	31,83045	33,60659	35,48184
	Paramedic II	24,95975	25,64614	26,35141	27,07608	28,58692	29,37306	31,01208	32,74255	34,56959	36,49857
	Captain/Staff Captain	27,94044	28,70881	29,49830	30,30950	32,00077	32,88079	34,71554	36,65267	38,69789	40,85723
	BC/Division Chief	32,96972	33,87639	34,80799	35,76521	37,76091	38,79934	40,96434	43,25015	45,66351	48,21153

<b>DAY HOURLY</b>		\$1	\$2	\$3	\$4	\$5	\$6	\$7	\$8	\$9	\$10
	Firefighter	28,34406	29,12353	29,92442	30,74734	32,46305	33,35578	35,21703	37,18214	39,25691	41,44744
	Firefighter II	29,21819	30,02169	30,84729	31,69559	33,46420	34,38446	36,30312	38,32883	40,46758	42,72567
	Engineer/Specialist I	30,63370	31,47612	32,34172	33,23112	35,08541	36,05026	38,06187	40,18572	42,42808	44,79557
	Engineer/Specialist II	32,24600	33,13276	34,04391	34,98012	36,93201	37,94764	40,06512	42,30076	44,66114	47,15323
	Specialist III	34,50278	35,45161	36,42653	37,42826	39,51676	40,60347	42,86914	45,26124	47,98682	50,85332
	Paramedic I	34,08689	35,02428	35,98745	36,97710	39,04042	40,11404	42,35240	44,71566	47,21080	49,84516
	Paramedic II	35,06365	36,02790	37,01867	38,03668	40,15913	41,26350	43,56601	45,99699	48,56362	51,27347
	Captain/Staff Captain	39,25095	40,33035	41,43944	42,57902	44,95493	46,19119	48,76866	51,48995	54,36309	57,39655
	BC/Division Chief	46,31612	47,58982	48,98954	50,24325	53,04682	54,50561	57,54702	60,75814	64,14845	67,72793

Assistant Chief	
ANNUAL	204,130
MONTHLY	17,010.86
SEMI-MONTHLY	8,505.43
DAY HOURLY	98.14

Ops Chief/Fire Marshal	
ANNUAL	185,571
MONTHLY	15,464.29
SEMI-MONTHLY	7,732.14
DAY HOURLY	89.22