

POLICE PAY SCHEDULE

Effective 10/4/2025

POLICE CADET

	Step 1
Hourly	\$29.15
Annual	\$60,630

POLICE OFFICER

4% Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly	\$31.41	\$32.67	\$33.97	\$35.33	\$36.75	\$38.22	\$39.75	\$41.33	\$42.99
Annual	\$65,335	\$67,948	\$70,666	\$73,493	\$76,433	\$79,490	\$82,670	\$85,976	\$89,415

POLICE SERGEANT

4% Steps	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$44.71	\$46.50	\$48.36	\$50.29	\$52.30
Annual	\$92,992	\$96,712	\$100,580	\$104,603	\$108,788

POLICE LIEUTENANT

4% Steps	Step 1	Step 2	Step 3	Step 4
Hourly	\$54.39	\$56.57	\$58.83	\$61.19
Annual	\$113,139	\$117,665	\$122,371	\$127,266

**Annual amounts do not include overtime or any other types of pay (e.g. incentive, assignment, longevity, etc.).*

FIRE PAY SCHEDULE

Effective 10/4/2025

FIREFIGHTER

4% Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly	\$22.38	\$23.27	\$24.20	\$25.17	\$26.18	\$27.23	\$28.32	\$29.45
Annual	\$61,676	\$64,143	\$66,709	\$69,377	\$72,152	\$75,038	\$78,040	\$81,161

DRIVER OPERATOR

***Fire Prevention Specialist

4% Steps	Step 1	Step 2	Step 3	Step 4
Hourly	\$30.63	\$31.85	\$33.13	\$34.45
Annual	\$84,408	\$87,784	\$91,296	\$94,947

FIRE LIEUTENANT

***Deputy Fire Marshal

4% Steps	Step 1	Step 2	Step 3	Step 4
Hourly	\$35.83	\$37.26	\$38.75	\$40.30
Annual	\$98,745	\$102,695	\$106,803	\$111,075

FIRE CAPTAIN

	Step 1
Hourly	\$41.92
Annual	\$115,518

FIRE BATTALION CHIEF

***Fire Training and Safety Officer

***Fire Marshal

4% Steps	Step 1	Step 2	Step 3
Hourly	\$41.92	\$43.59	\$45.34
Annual	\$115,518	\$120,139	\$124,944

**Annual amounts do not include overtime or any other types of pay (e.g. incentive, assignment, longevity, etc.).*

***Annual amounts based on 2,756 hours/year.*

****Additional titles with rank. Hourly rate is determined by dividing Annual by 2,080 hours, plus a 12.6% differential.*

EMS PAY SCHEDULE

Effective 10/4/2025

EMT

4% Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly (24)	\$17.44	\$18.14	\$18.86	\$19.62	\$20.40	\$21.22	\$22.07
Hourly (12)	\$25.38	\$26.40	\$27.45	\$28.55	\$29.69	\$30.88	\$32.11
Annual	\$58,075	\$60,398	\$62,814	\$65,326	\$67,940	\$70,657	\$73,483

PARAMEDIC

****MIH Paramedic**

****Clinical Educator**

4% Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Hourly (24)	\$22.58	\$23.48	\$24.42	\$25.40	\$26.42	\$27.47
Hourly (12)	\$32.84	\$34.15	\$35.52	\$36.94	\$38.42	\$39.95
Annual	\$75,145	\$78,151	\$81,277	\$84,528	\$87,909	\$91,425

EMS LIEUTENANT

****Community Health Coordinator**

****Training Coordinator**

4% Steps	Step 1	Step 2	Step 3	Step 4
Hourly (24)	\$28.57	\$29.71	\$30.90	\$32.14
Hourly (12)	\$41.55	\$43.21	\$44.94	\$46.74
Annual	\$95,082	\$98,886	\$102,841	\$106,955

EMS BATTALION CHIEF

4% Steps	Step 1	Step 2	Step 3
Hourly (24)	\$33.42	\$34.76	\$36.15
Hourly (12)	\$48.61	\$50.55	\$52.58
Annual	\$111,233	\$115,682	\$120,310

***Annual amounts include scheduled overtime, but does not include or any other types of pay (e.g. incentive, assignment, longevity, etc.).**

****Additional titles with rank.**