



**FY 18**

**Pay Plan**

Exempt	Grade	Rank	Range Min		Market Midpoint	Top of Range
	F8	Deputy Fire Chief	\$82,284.80		<b>\$102,856.00</b>	\$123,427.20
	F7	Assistant Fire Chief	\$71,552.00	Subject to Merit Increase Rules		\$107,328.00
	F6	Battalion Chief	\$64,269.60		<b>\$80,337.00</b>	\$96,404.40

Non-Exempt	Grade	Rank	Range Min												Top of Range	
			1	2	3	4	5	6	7	8	9	10	11	12		
	F5	Fire Captain	Annual \$56,800.02 Hourly \$ 27.3077	\$59,072.00 \$ 28.4000	\$61,434.88 \$ 29.5360	\$63,892.19 \$ 30.7174	\$66,288.14 \$ 31.8693	\$68,608.38 \$ 32.9848	<b>\$71,009.54</b> \$ 34.1392	\$72,429.76 \$ 34.8220	\$73,878.48 \$ 35.5185	\$75,355.90 \$ 36.2288	\$76,863.07 \$ 36.9534	\$78,400.40 \$ 37.6925	Subject to Merit Increase Rules	\$85,199.92 \$ 40.9615
	F4	Fire Lieutenant	Annual \$51,222.91 Hourly \$ 24.6264	\$53,271.71 \$ 25.6114	\$55,402.67 \$ 26.6359	\$57,618.70 \$ 27.7013	\$59,779.41 \$ 28.7401	\$61,871.68 \$ 29.7460	<b>\$63,109.07</b> \$ 30.3409	\$64,371.42 \$ 30.9478	\$65,658.74 \$ 31.5667	\$66,972.05 \$ 32.1981	\$68,311.36 \$ 32.8420	\$69,677.71 \$ 33.4989		\$74,273.06 \$ 35.7082
	F3	Fire Specialist	Annual \$46,212.40 Hourly \$ 22.2175	\$48,061.10 \$ 23.1063	\$49,983.44 \$ 24.0305	\$51,982.74 \$ 24.9917	\$53,932.11 \$ 25.9289	<b>\$55,819.71</b> \$ 26.8364	\$56,936.05 \$ 27.3731	\$58,074.85 \$ 27.9206	\$59,236.32 \$ 28.4790	\$60,421.09 \$ 29.0486	\$61,629.57 \$ 29.6296	\$62,862.18 \$ 30.2222		\$67,008.03 \$ 32.2154
	F2	Firefighter III	Annual \$42,617.33 Hourly \$ 20.4891	\$44,322.10 \$ 21.3087	\$46,094.88 \$ 22.1610	\$47,938.80 \$ 23.0475	<b>\$49,137.29</b> \$ 23.6237	\$50,120.09 \$ 24.0962	\$51,122.45 \$ 24.5781	\$52,144.77 \$ 25.0696	\$53,187.68 \$ 25.5710	\$55,315.31 \$ 26.5939				
	F1	Firefighter II	Annual \$37,668.80 Hourly \$ 18.1100	\$39,175.55 \$ 18.8344	\$40,742.62 \$ 19.5878	\$42,372.28 \$ 20.3713	<b>\$43,431.58</b> \$ 20.8806	\$44,300.22 \$ 21.2982	\$45,186.13 \$ 21.7241	\$46,089.88 \$ 22.1586	\$47,011.74 \$ 22.6018					

- Pay Plan Rules:**
- Educational, prior service and veteran incentives will be reflected in the new pay structure as follows:
    - ~ New-hire educational incentives: Associate degree/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- add one step
    - ~ Language incentive - add one step
  - 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 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 of 2%, if City funds Merit/Pay Plan increases
  - Employee frozen in step if City does not fund merit/pay plan increases in any fiscal year; COLAs result in step value changes at COLA rate