



**Franklin County Fire Protection District No. 3
International Association of Firefighters
Tri-County Professional Firefighters Local 4965**



2020 – 2023 WAGE SCALE

Effective January 1 of each year, base hourly wage rate for Top Step Firefighters shall be as follows:

	2020	2021	2022
Top Step Firefighter (25+ months)	\$21.77	\$23.95	\$25.15
Top Step Firefighter Medic	\$23.95	\$26.35	\$27.67
Lieutenant	\$25.04	\$27.54	\$28.92
Firefighter Mechanic	\$26.12	\$28.74	\$30.18
Captain	\$27.21	\$29.94	\$31.44

Probationary Firefighters and Firefighter Medics shall be compensated as follows:

0 – 12 months	90% of Top Step Position
13 – 24 months	95% of Top Step Position

Positions and ranks will be paid the following percentage above the current Top Step Firefighter rate.

Firefighter / Medic	10%
Lieutenant	15%
Mechanic	20%
Captain	25%

Continuous service pay shall be computed on the individual employee’s hourly rate of pay.

10 Years of Service 2% Increase	2% above current rate of pay
15 Years of Service 1% Increase	3% above current rate of pay
20 Years of Service 1% Increase	4% above current rate of pay
25 Years of Service 1% Increase	5% above current rate of pay

Pay for certifications and education are as follows:

Intermediate Life Support (ILS). 5% above the firefighter step he/she falls under.

Rescue Technician (RT) certification. 2% above the firefighter step he/she falls under.
Technical Rescue (NFPA 1006) or Swiftwater Rescue Technician (SRT-1).

Hazardous Materials Technician/Team Member (HazMat). 2% above the firefighter step he/she falls under.

NWCG Engine Boss. 2% above the firefighter step he/she falls under.

**Employees are limited to a maximum of two (2) certification incentive pay premiums.

Educational Incentives

Associates Degree. The base hourly rate for an Associate’s Degree in any field shall be maintained at two percent (2%) above the firefighter step he/she falls under.

Bachelor’s Degree. The base hourly rate for a Bachelor’s Degree in any field shall be maintained at four percent (4%) above the firefighter step he/she falls under.