

Jackson County Fire District 3
Salary Schedule for 2023/24 FY
 Bargaining Personnel - IAFF Local 1817

Effective November 22, 2023
 COLA 3.00%

RESPONSE (56 Hour Employees)		Hourly	Monthly	Annual
Grade 405 - R5 Battalion Chief (3) <i>Administrative Battalion Chief</i>	Step A First 12 months	34.61	8,400	100,796
	Step B Next 12 months	36.34	8,820	105,836
	Step C Next 12 months	38.16	9,261	111,127
	Step D Next 12 months	40.06	9,724	116,684
	Step E Thereafter	42.07	10,210	122,518
Grade 404 - R4 Fire Captain (13)	Step A First 12 months	32.07	7,783	93,392
	Step B Next 12 months	33.67	8,172	98,062
	Step C Next 12 months	35.35	8,580	102,965
	Step D Next 12 months	37.12	9,009	108,113
	Step E Thereafter	38.98	9,460	113,519
Grade 402 - R2 Fire Engineer (12)	Step A First 12 months	27.87	6,764	81,168
	Step B Next 12 months	29.26	7,102	85,227
	Step C Next 12 months	30.73	7,457	89,488
	Step D Next 12 months	32.26	7,830	93,962
	Step E Thereafter	33.88	8,222	98,660
Grade 401 - R1 Firefighter (24)	Step A First 12 months	25.23	6,123	73,480
	Step B Next 12 months	26.49	6,430	77,154
	Step C Next 12 months	27.82	6,751	81,012
	Step D Next 12 months	29.21	7,089	85,063
	Step E Thereafter	30.67	7,443	89,316
RESPONSE (40 Hour Employees)				
Grade 403 - R3 Training Lieutenant (1)	Step A First 12 months	41.97	7,274	87,288
	Step B Next 12 months	44.07	7,637	91,640
	Step C Next 12 months	46.27	8,019	96,222
	Step D Next 12 months	48.59	8,420	101,046
	Step E Thereafter	51.02	8,841	106,098
RISK REDUCTION (40 Hour Employees)		Hourly	Monthly	Annual
Grade 403 - RR3 Deputy Fire Marshall - III (1)	Step A First 12 months	44.91	7,783	93,392
	Step B Next 12 months	47.15	8,172	98,062
	Step C Next 12 months	49.51	8,580	102,965
	Step D Next 12 months	51.99	9,009	108,113
	Step E Thereafter	54.59	9,460	113,519
Grade 402 - RR2 Deputy Fire Marshall - II (1)	Step A First 12 months	39.03	6,764	81,168
	Step B Next 12 months	40.98	7,102	85,227
	Step C Next 12 months	43.03	7,457	89,488
	Step D Next 12 months	45.18	7,830	93,962
	Step E Thereafter	47.44	8,222	98,660
Grade 401 - RR1 Deputy Fire Marshall - I (1)	Step A First 12 months	35.33	6,123	73,480
	Step B Next 12 months	37.10	6,430	77,154
	Step C Next 12 months	38.96	6,751	81,012
	Step D Next 12 months	40.90	7,089	85,063
	Step E Thereafter	42.95	7,443	89,316
COMMUNITY CARE (40 Hour Employees)		Hourly	Monthly	Annual
Grade 503 - CC3 Community Care Coordinator (1)	Step A First 12 months	33.80	5,857	70,284
	Step B Next 12 months	35.49	6,150	73,798
	Step C Next 12 months	37.26	6,457	77,488
	Step D Next 12 months	39.12	6,780	81,363
	Step E Thereafter	41.08	7,119	85,431
Grade 502 - CC2 Community Care Paramedic (2)	Step A First 12 months	28.17	4,881	58,574
	Step B Next 12 months	29.57	5,125	61,503
	Step C Next 12 months	31.05	5,381	64,578
	Step D Next 12 months	32.61	5,651	67,807
	Step E Thereafter	34.24	5,933	71,197
Grade 501 - CC1 Community Care EMT (2)	Step A First 12 months	22.09	3,827	45,930
	Step B Next 12 months	23.19	4,019	48,226
	Step C Next 12 months	24.35	4,220	50,638
	Step D Next 12 months	25.57	4,431	53,169
	Step E Thereafter	26.85	4,652	55,828

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INCENTIVES - EMS		Hourly	Monthly	BiWeekly	
EMS (FS)	Calculated on E Step FF	\$ 7,443			
EMT-Advanced	3%	\$ 0.92	\$ 223	\$ 103	
EMT-Intermediate	5%	\$ 1.53	\$ 372	\$ 172	
Paramedic	11%	\$ 3.37	\$ 819	\$ 378	
EMS (CC)	Calculated on Base Salary				
EMT-Advanced	3%	Step A	\$ 0.84	\$ 146	\$ 68
		Step B	\$ 0.89	\$ 154	\$ 71
		Step C	\$ 0.93	\$ 161	\$ 75
		Step D	\$ 0.98	\$ 170	\$ 78
		Step E	\$ 1.03	\$ 178	\$ 82
EMT-Intermediate	5%	Step A	\$ 1.41	\$ 244	\$ 113
		Step B	\$ 1.48	\$ 256	\$ 118
		Step C	\$ 1.55	\$ 269	\$ 124
		Step D	\$ 1.63	\$ 283	\$ 130
		Step E	\$ 1.71	\$ 297	\$ 137

INCENTIVES - EDUCATION		Hourly	Monthly	BiWeekly	
ED (FS) - Hired before July 1, 2014	Calculated on E Step FF	\$ 7,443			
Associates	3.5%	\$ 1.07	\$ 261	\$ 121	
Bachelor	5%	\$ 1.53	\$ 372	\$ 172	
ED (FS) - Hired AFTER July 1, 2014	Calculated on E Step FF	\$ 7,443			
Associates	1%	\$ 0.31	\$ 74	\$ 34	
Bachelor	2%	\$ 0.61	\$ 149	\$ 69	
ED (CC)	Calculated on <u>Base Salary</u>				
<u>Associates</u>	1%				
Coordinator		Step A	\$ 0.34	\$ 59	\$ 27
		Step B	\$ 0.35	\$ 61	\$ 28
		Step C	\$ 0.37	\$ 65	\$ 30
		Step D	\$ 0.39	\$ 68	\$ 31
		Step E	\$ 0.41	\$ 71	\$ 33
Paramedic		Step A	\$ 0.28	\$ 49	\$ 23
		Step B	\$ 0.30	\$ 51	\$ 24
		Step C	\$ 0.31	\$ 54	\$ 25
		Step D	\$ 0.33	\$ 57	\$ 26
		Step E	\$ 0.34	\$ 59	\$ 27
EMT		Step A	\$ 0.22	\$ 38	\$ 18
		Step B	\$ 0.23	\$ 40	\$ 19
		Step C	\$ 0.24	\$ 42	\$ 19
		Step D	\$ 0.26	\$ 44	\$ 20
		Step E	\$ 0.27	\$ 47	\$ 21
<u>Bachelor</u>	2%				
Coordinator		Step A	\$ 0.68	\$ 117	\$ 54
		Step B	\$ 0.71	\$ 123	\$ 57
		Step C	\$ 0.75	\$ 129	\$ 60
		Step D	\$ 0.78	\$ 136	\$ 63
		Step E	\$ 0.82	\$ 142	\$ 66
Paramedic		Step A	\$ 0.56	\$ 98	\$ 45
		Step B	\$ 0.59	\$ 103	\$ 47
		Step C	\$ 0.62	\$ 108	\$ 50
		Step D	\$ 0.65	\$ 113	\$ 52
		Step E	\$ 0.68	\$ 119	\$ 55
EMT		Step A	\$ 0.44	\$ 77	\$ 35
		Step B	\$ 0.46	\$ 80	\$ 37
		Step C	\$ 0.49	\$ 84	\$ 39
		Step D	\$ 0.51	\$ 89	\$ 41
		Step E	\$ 0.54	\$ 93	\$ 43

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INCENTIVES - OUT OF CLASS										
	Step A		Step B		Step C		Step D		Step E	
Captain to BC	\$	2.54	\$	2.67	\$	2.80	\$	2.94	\$	3.09
Engineer to Captain	\$	4.20		4.41		4.63	\$	4.86	\$	5.10
FF to Captain	\$	6.84	\$	7.18	\$	7.54	\$	7.91	\$	8.31
FF to Engineer	\$	2.64	\$	2.77	\$	2.91	\$	3.06	\$	3.21