



2021 Pay Plan

Effective: January 2, 2021

Exempt	Grade	Rank	Range Min	Market Midpoint	Top of Range
	F8	Deputy Chief	\$87,100	\$113,300	\$139,400
	F7	Assistant Chief	\$76,700	\$95,880	\$115,050
	F6	Battalion Chief	\$66,780	\$83,480	\$100,170

Subject to City Merit Guidelines

Non-Exempt	Grade	Rank	Range Min												Top of Range
			1	2	3	4	5	6	7	8	9	10	11	12	
Non-Exempt	F5	Captain	Annual \$58,510.40 Hourly \$ 28.13	\$60,840.00 \$ 29.25	\$63,273.60 \$ 30.42	\$65,811.20 \$ 31.64	\$68,286.40 \$ 32.83	\$70,657.60 \$ 33.97	\$73,132.80 \$ 35.16	\$74,609.60 \$ 35.87	\$76,086.40 \$ 36.58	\$77,625.60 \$ 37.32	\$79,164.80 \$ 38.06	\$80,745.60 \$ 38.82	\$87,755.20 \$ 42.19
	F4	Lieutenant	Annual \$52,769.60 Hourly \$ 25.37	\$54,870.40 \$ 26.38	\$57,075.20 \$ 27.44	\$59,342.40 \$ 28.53	\$61,568.00 \$ 29.60	\$63,731.20 \$ 30.64	\$65,000.00 \$ 31.25	\$66,310.40 \$ 31.88	\$67,620.80 \$ 32.51	\$68,972.80 \$ 33.16	\$70,366.40 \$ 33.83	\$71,760.00 \$ 34.50	\$76,502.40 \$ 36.78
	F3	Fire Specialist	Annual \$47,590.40 Hourly \$ 22.88	\$49,504.00 \$ 23.80	\$51,480.00 \$ 24.75	\$53,539.20 \$ 25.74	\$55,556.80 \$ 26.71	\$57,491.20 \$ 27.64	\$57,491.20 \$ 28.19	\$58,635.20 \$ 28.76	\$59,820.80 \$ 29.33	\$61,006.40 \$ 29.92	\$62,233.60 \$ 30.52	\$63,481.60 \$ 31.13	\$64,750.40 \$ 31.13
	F2	Firefighter III	Annual \$43,888.00 Hourly \$ 21.10	\$45,656.00 \$ 21.95	\$47,486.40 \$ 22.83	\$49,379.20 \$ 23.74	\$50,606.40 \$ 24.33	\$51,625.60 \$ 24.82	\$52,665.60 \$ 25.32	\$53,705.60 \$ 25.82	\$54,787.20 \$ 26.34	\$55,868.80 \$ 26.86	\$56,992.00 \$ 27.40		
	F1	Firefighter II	Annual \$38,792.00 Hourly \$ 18.65	\$40,352.00 \$ 19.40	\$41,974.40 \$ 20.18	\$43,638.40 \$ 20.98	\$44,740.80 \$ 21.51	\$45,635.20 \$ 21.94	\$46,550.40 \$ 22.38	\$47,465.60 \$ 22.82	\$48,422.40 \$ 23.28				

Subject to City Merit Guidelines

- Pay Plan Rules:**
- Educational, prior fire service, paramedic, language, and veteran* incentives will be reflected in the step plan as follows:
 - ~ New-hire educational and experience incentives: [aggregate cannot exceed two steps]
 - Associate degree/veteran*/qualified prior Fire experience - add one step;
 - Bachelor's/Master's - add two steps
 - ~ Existing employee educational incentive:
 - ~ Employees in steps 1-11: [aggregate cannot exceed two steps]
 - Associate degree - move one step;
 - Bachelor's w/prior compensated Associate degree - move one additional step;
 - Bachelor's only - w/o prior compensated Associate degree - move two steps;
 - Master's - 5% lump sum of gross earnings**
 - ~ F3-F5 employees in Step 12, all F6-F8 employees, or any employee at top of range receive lump sum incentive based on a percentage of gross earnings**: [aggregate cannot exceed 15%]
 - 5% Associate degree, 5% Bachelor's w/prior compensated Associate degree, 10% Bachelor's w/o prior compensated Associate degree, 5% Master's
 - ~ Paramedic incentive: Add one step upon certification
 - ~ Language incentive: Add one step upon verified proficiency
 - ~ Approved educational institutional tuition reimbursement: Up to \$5,000 per fiscal year
 - * Qualified veteran includes those who have been honorably discharged from military service and those actively serving in Reserve and Guard forces.
 - ** Gross earnings are calculated upon the previous 12-months total earnings, including overtime earnings where applicable
 - 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/grades 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
 - Employee frozen in step if City does not fund City-level merit/pay plan increases in any fiscal year; COLAs result in step value changes at COLA rate

Additional Position Titles by Rank & Grade:

F7	Assistant Fire Chief: Fire Marshal
F6	Battalion Chief: Chief of Training/Chief Medical Coordinator
F5	Fire Captain: Chief Fire Mechanic/Deputy Fire Marshal/Fire Accreditation Manager/Resource Management Officer/Training Officer
F4	Fire Lieutenant: Fire Inspector II/Fire Community Risk Reduction & Education Coordinator
F3	Fire Specialist: Assistant Fire Mechanic/Fire Inspector I
F2	Firefighter III: Firefighter III (EMT)
F1	Firefighter II: Firefighter II (EMT)