



FY21/22 Salary Comparisons

FY20/21 Pay Adjustments

- January 2021 implemented market range adjustment for firefighters
- The adjustment increased the minimum and maximum pay for firefighters by 5%
- January 2021 implemented 3% annual step-pay for all eligible firefighters
- January 2021 provided a \$2,000 (3.2% of average annual salary) non-recurring compensation to all firefighters

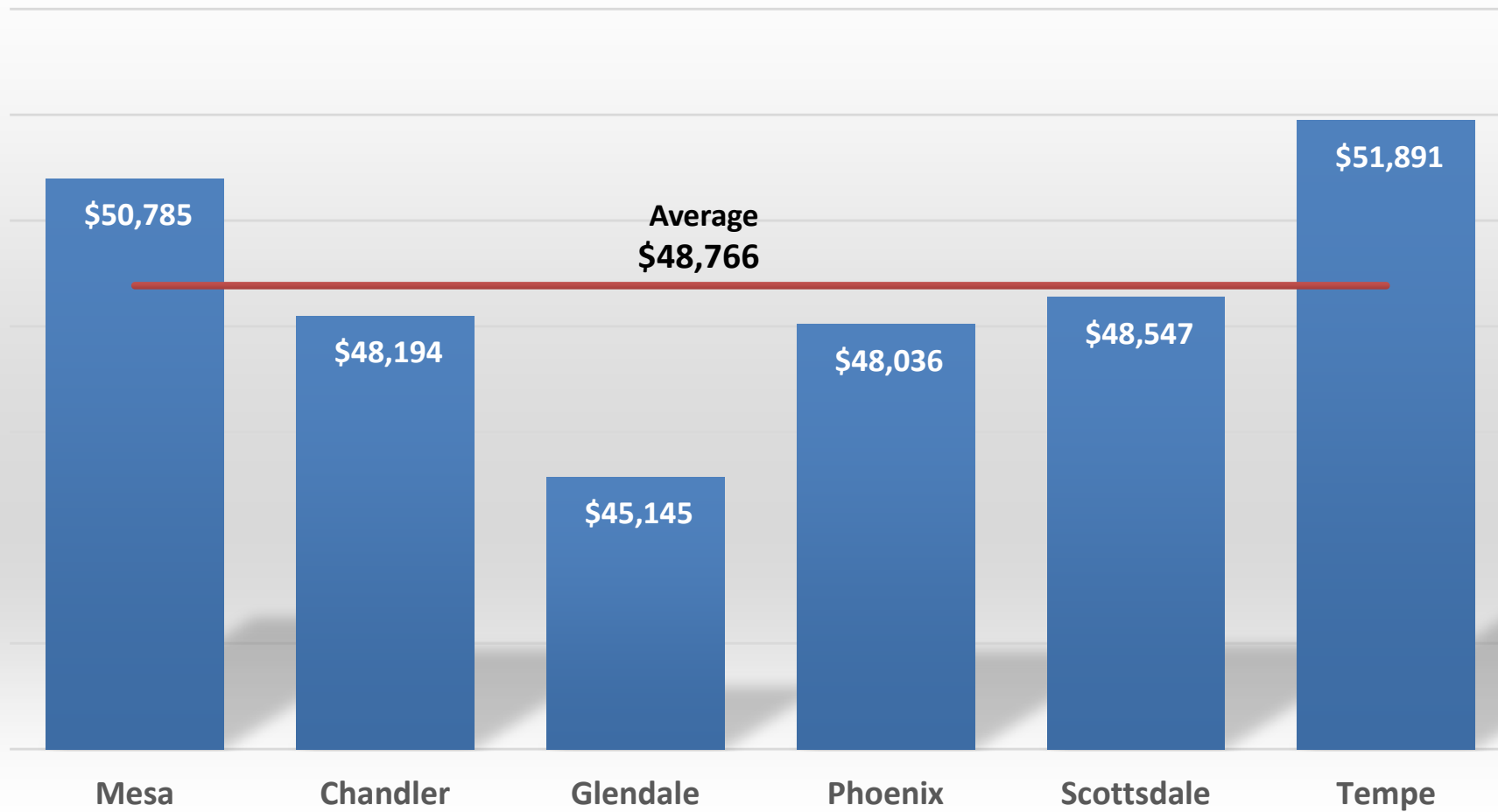
Proposed Budget Adjustments FY21/22 and FY22/23

- Eligible employees at the rank of firefighter, engineer and captain will receive up to a 3% step increase effective the first pay period of each fiscal year
- Eligible employees at the rank of firefighter, engineer and captain with six to ten years of service will receive an increase in base salary over a period of two years to equalize their base pay with employees with the same rank and tenure at the City of Chandler

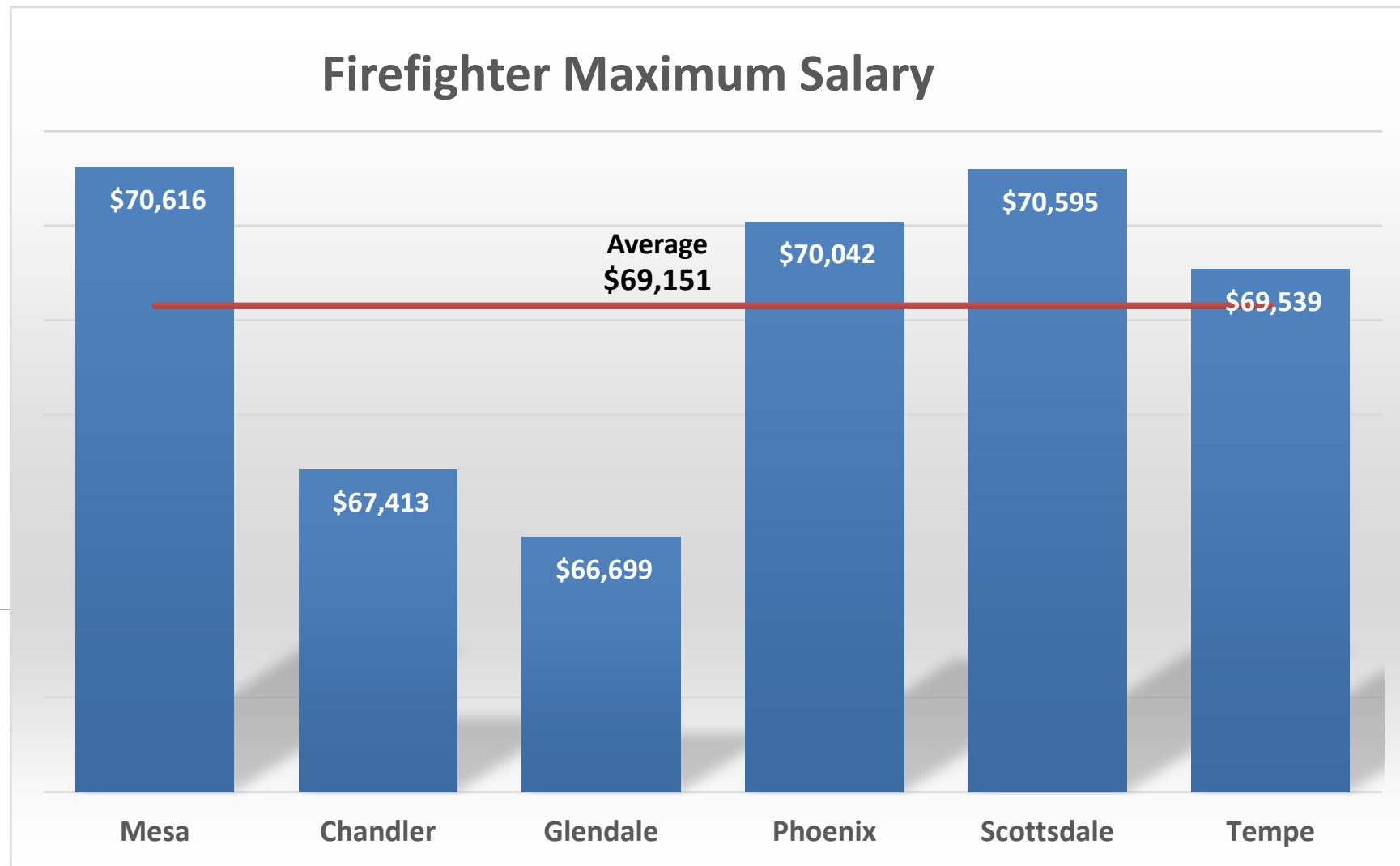
Proposed Budget Adjustments FY23/24, FY24/25 and FY25/26

- Eligible employees at the rank of firefighter, engineer and captain will receive up to a 5% step increase effective the first pay period of each fiscal year

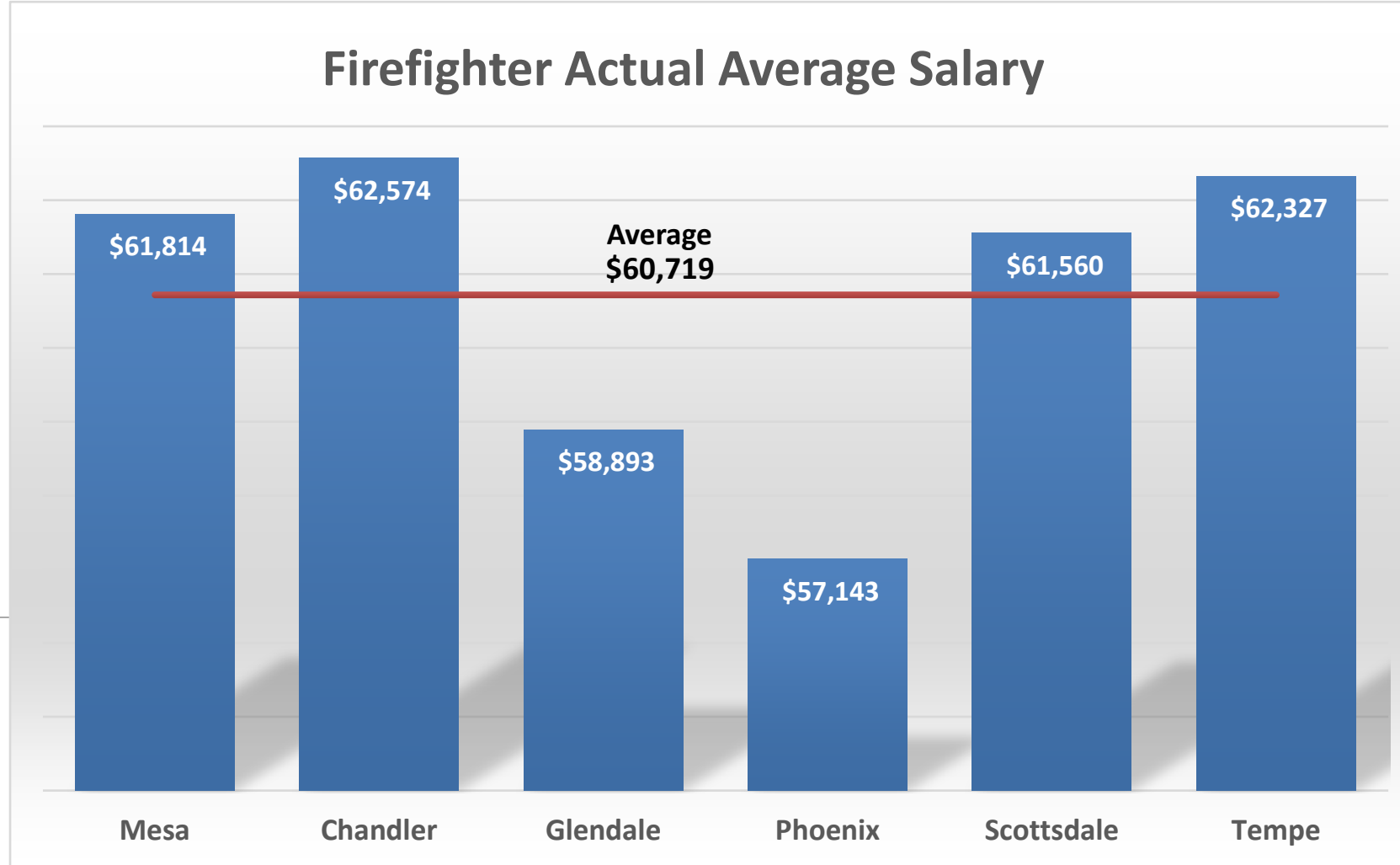
Firefighter Minimum Salary



Note: Salary information obtained by HR as of January 2021

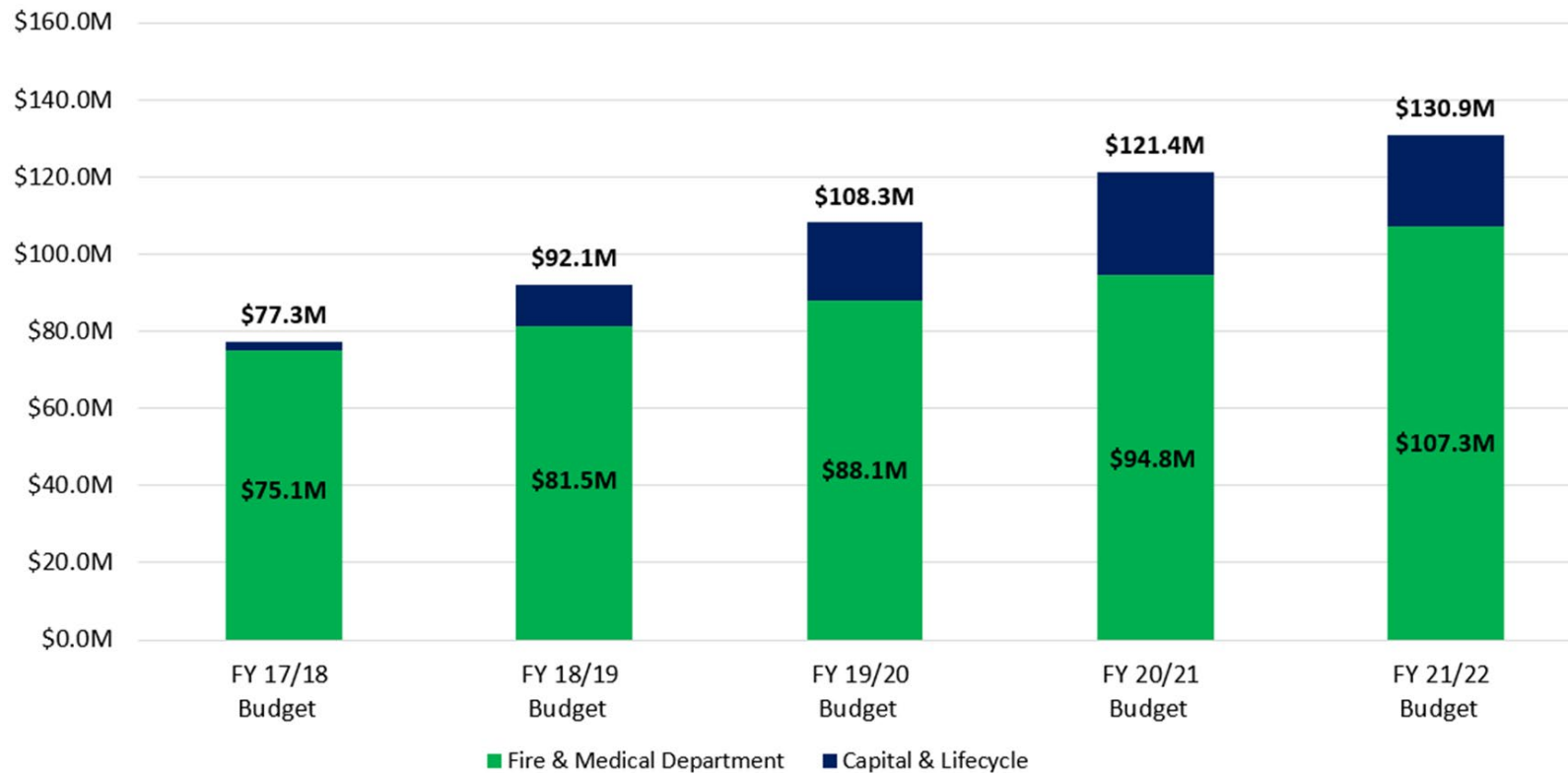


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Fire and Medical Services Adopted Budget Comparison



Note: Totals Exclude Grants and Transport Expenses



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