

Soldier Township Fire Department Pay Scale

The STFD pay scale is made up of 4 parts: Base, EMT Level, Incentives and COLA.

Base level is determined by Job classification. Paid per Call, Part time, Full time, Battalion Chief and Fire Chief.

EMT Levels are EMT, EMT-A (Advanced EMT) and EMT-P (Paramedic).

Incentives are additional pay for certifications and are determined by Job Classification.

COLA's are adjustments made to individual pay by administrative action.

Certification incentives are for IFSAC certification through a nationally recognized certification body. Class completions alone will not meet requirement for incentive pay.

Rank incentives will be for promotions after date of adoption and will not apply to current employees holding rank and not receiving incentive prior to date of adoption.

At the time of its adoption, this policy is intended to capture the current pay scale of the department and to establish a higher level of compensation to the Battalion Chiefs. All employees, other than Battalion Chiefs, will be grandfathered at their current rate and will not receive an increase or decline in rate due to the adoption of this policy. All future pay rate adjustments will be made using this policy.

Paid per Call / Part-time Firefighter Pay Scale

Base pay for Pay per Call / Part time Firefighters shall be:

- \$8 per hour during orientation
- \$10 per hour during probation
- \$13 per hour once probation is completed

EMS Level pay shall be an additional:

- \$1 per hour for EMT
- \$1.50 per hour for EMT-A
- \$2.00 per hour for EMT-P

Incentive pay shall be an additional per hour rate of:

- \$0.10 for Firefighter I Certification
- \$0.10 for Firefighter II Certification
- \$0.10 for Driver/Operator Certification
- \$0.10 for Instructor I Certification
- \$0.10 for Inspector I Certification
- \$0.15 for Officer I Certification
- \$0.50 for Rank of Lieutenant
- \$1.00 for Rank of Captain

COLA pay shall be an additional rate based upon pay adjustments made by administrative action.