



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



2023 – 2025 WAGE SCALE

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

	2023	2024	2025
Top Step Firefighter (25+ months)	\$26.41	\$27.73	\$29.12
Top Step Firefighter Medic	\$29.05	\$30.50	\$32.03
Lieutenant	\$30.37	\$31.89	\$33.49
Firefighter Mechanic	\$31.69	\$33.28	\$34.94
Captain	\$33.01	\$34.66	\$36.40

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 Tech (Ropes), Vehicle or Machinery Tech (NFPA 1006), 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.