



WEBER FIRE DISTRICT
PAY SCALE
2023

Proposed - 1/1/2023



OPERATIONS

POSITION		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Firefighter EMT	Hourly	\$ 16.18	\$ 16.83	\$ 17.50								
	ST	\$ 47,116.16	\$ 49,008.96	\$ 50,960.00								
	Auto OT	\$ 1,213.50	\$ 1,262.25	\$ 1,312.50								
	Annual	\$ 48,329.66	\$ 50,271.21	\$ 52,272.50								
Firefighter AEMT	Hourly	\$ 16.99	\$ 17.67	\$ 18.38	\$ 19.12	\$ 19.88	\$ 20.68	\$ 21.51	\$ 22.37	\$ 23.26	\$ 24.19	\$ 25.16
	ST	\$ 49,474.88	\$ 51,455.04	\$ 53,522.56	\$ 55,677.44	\$ 57,890.56	\$ 60,220.16	\$ 62,637.12	\$ 65,141.44	\$ 67,733.12	\$ 70,441.28	\$ 73,265.92
	Auto OT	\$ 1,274.25	\$ 1,325.25	\$ 1,378.50	\$ 1,434.00	\$ 1,491.00	\$ 1,551.00	\$ 1,613.25	\$ 1,677.75	\$ 1,744.50	\$ 1,814.25	\$ 1,887.00
	Annual	\$ 50,749.13	\$ 52,780.29	\$ 54,901.06	\$ 57,111.44	\$ 59,381.56	\$ 61,771.16	\$ 64,250.37	\$ 66,819.19	\$ 69,477.62	\$ 72,255.53	\$ 75,152.92
Firefighter AEMT w/HazMat Differential	Hourly	\$ 17.39	\$ 18.07	\$ 18.78	\$ 19.52	\$ 20.28	\$ 21.08	\$ 21.91	\$ 22.77	\$ 23.66	\$ 24.59	\$ 25.56
	ST	\$ 50,639.68	\$ 52,619.84	\$ 54,687.36	\$ 56,842.24	\$ 59,055.36	\$ 61,384.96	\$ 63,801.92	\$ 66,306.24	\$ 68,897.92	\$ 71,606.08	\$ 74,430.72
	Auto OT	\$ 1,304.25	\$ 1,355.25	\$ 1,408.50	\$ 1,464.00	\$ 1,521.00	\$ 1,581.00	\$ 1,643.25	\$ 1,707.75	\$ 1,774.50	\$ 1,844.25	\$ 1,917.00
	Annual	\$ 51,943.93	\$ 53,975.09	\$ 56,095.86	\$ 58,306.24	\$ 60,576.36	\$ 62,965.96	\$ 65,445.17	\$ 68,013.99	\$ 70,672.42	\$ 73,450.33	\$ 76,347.72
Firefighter AEMT w/ Heavy Rescue Differential	Hourly	\$ 17.49	\$ 18.17	\$ 18.88	\$ 19.62	\$ 20.38	\$ 21.18	\$ 22.01	\$ 22.87	\$ 23.76	\$ 24.69	\$ 25.66
	ST	\$ 50,930.88	\$ 52,911.04	\$ 54,978.56	\$ 57,133.44	\$ 59,346.56	\$ 61,676.16	\$ 64,093.12	\$ 66,597.44	\$ 69,189.12	\$ 71,897.28	\$ 74,721.92
	Auto OT	\$ 1,311.75	\$ 1,362.75	\$ 1,416.00	\$ 1,471.50	\$ 1,528.50	\$ 1,588.50	\$ 1,650.75	\$ 1,715.25	\$ 1,782.00	\$ 1,851.75	\$ 1,924.50
	Annual	\$ 52,242.63	\$ 54,273.79	\$ 56,394.56	\$ 58,604.94	\$ 60,875.06	\$ 63,264.66	\$ 65,743.87	\$ 68,312.69	\$ 70,971.12	\$ 73,749.03	\$ 76,646.42
Driver/Engineer	Hourly	\$ 19.36	\$ 20.04	\$ 20.74	\$ 21.47	\$ 22.22	\$ 23.00	\$ 23.81	\$ 24.64	\$ 25.50	\$ 26.39	\$ 27.31
	ST	\$ 56,376.32	\$ 58,356.48	\$ 60,394.88	\$ 62,520.64	\$ 64,704.64	\$ 66,976.00	\$ 69,334.72	\$ 71,751.68	\$ 74,256.00	\$ 76,847.68	\$ 79,526.72
	Auto OT	\$ 1,452.00	\$ 1,503.00	\$ 1,555.50	\$ 1,610.25	\$ 1,666.50	\$ 1,725.00	\$ 1,785.75	\$ 1,848.00	\$ 1,912.50	\$ 1,979.25	\$ 2,048.25
	Annual	\$ 57,828.32	\$ 59,859.48	\$ 61,950.38	\$ 64,130.89	\$ 66,371.14	\$ 68,701.00	\$ 71,120.47	\$ 73,599.68	\$ 76,168.50	\$ 78,826.93	\$ 81,574.97
Driver/Engineer w/HazMat Differential	Hourly	\$ 19.76	\$ 20.44	\$ 21.14	\$ 21.87	\$ 22.62	\$ 23.40	\$ 24.21	\$ 25.04	\$ 25.90	\$ 26.79	\$ 27.71
	ST	\$ 57,541.12	\$ 59,521.28	\$ 61,559.68	\$ 63,685.44	\$ 65,869.44	\$ 68,140.80	\$ 70,499.52	\$ 72,916.48	\$ 75,420.80	\$ 78,012.48	\$ 80,691.52
	Auto OT	\$ 1,482.00	\$ 1,533.00	\$ 1,585.50	\$ 1,640.25	\$ 1,696.50	\$ 1,755.00	\$ 1,815.75	\$ 1,878.00	\$ 1,942.50	\$ 2,009.25	\$ 2,078.25
	Annual	\$ 59,023.12	\$ 61,054.28	\$ 63,145.18	\$ 65,325.69	\$ 67,565.94	\$ 69,895.80	\$ 72,315.27	\$ 74,794.48	\$ 77,363.30	\$ 80,021.73	\$ 82,769.77
Driver/Engineer w/Heavy Rescue Differential	Hourly	\$ 19.86	\$ 20.54	\$ 21.24	\$ 21.97	\$ 22.72	\$ 23.50	\$ 24.31	\$ 25.14	\$ 26.00	\$ 26.89	\$ 27.81
	ST	\$ 57,832.32	\$ 59,812.48	\$ 61,850.88	\$ 63,976.64	\$ 66,160.64	\$ 68,432.00	\$ 70,790.72	\$ 73,207.68	\$ 75,712.00	\$ 78,303.68	\$ 80,982.72
	Auto OT	\$ 1,489.50	\$ 1,540.50	\$ 1,593.00	\$ 1,647.75	\$ 1,704.00	\$ 1,762.50	\$ 1,823.25	\$ 1,885.50	\$ 1,950.00	\$ 2,016.75	\$ 2,085.75
	Annual	\$ 59,321.82	\$ 61,352.98	\$ 63,443.88	\$ 65,624.39	\$ 67,864.64	\$ 70,194.50	\$ 72,613.97	\$ 75,093.18	\$ 77,662.00	\$ 80,320.43	\$ 83,068.47
FF Paramedic	Hourly	\$ 20.86	\$ 21.69	\$ 22.56	\$ 23.46	\$ 24.40	\$ 25.38	\$ 26.40	\$ 27.46	\$ 28.56	\$ 29.70	\$ 30.89
	ST	\$ 60,744.32	\$ 63,161.28	\$ 65,694.72	\$ 68,315.52	\$ 71,052.80	\$ 73,906.56	\$ 76,876.80	\$ 79,963.52	\$ 83,166.72	\$ 86,486.40	\$ 89,951.68
	Auto OT	\$ 1,564.50	\$ 1,626.75	\$ 1,692.00	\$ 1,759.50	\$ 1,830.00	\$ 1,903.50	\$ 1,980.00	\$ 2,059.50	\$ 2,142.00	\$ 2,227.50	\$ 2,316.75
	Annual	\$ 62,308.82	\$ 64,788.03	\$ 67,386.72	\$ 70,075.02	\$ 72,882.80	\$ 75,810.06	\$ 78,856.80	\$ 82,023.02	\$ 85,308.72	\$ 88,713.90	\$ 92,268.43
Medical Lieutenant	Hourly	\$ 22.26	\$ 23.15	\$ 24.08	\$ 25.04	\$ 26.04	\$ 27.08	\$ 28.16	\$ 29.29	\$ 30.46	\$ 31.68	\$ 32.95
	ST	\$ 64,821.12	\$ 67,412.80	\$ 70,120.96	\$ 72,916.48	\$ 75,828.48	\$ 78,856.96	\$ 82,001.92	\$ 85,292.48	\$ 88,699.52	\$ 92,252.16	\$ 95,950.40
	Auto OT	\$ 1,669.50	\$ 1,736.25	\$ 1,806.00	\$ 1,878.00	\$ 1,953.00	\$ 2,031.00	\$ 2,112.00	\$ 2,196.75	\$ 2,284.50	\$ 2,376.00	\$ 2,471.25
	Annual	\$ 66,490.62	\$ 69,149.05	\$ 71,926.96	\$ 74,794.48	\$ 77,781.48	\$ 80,887.96	\$ 84,113.92	\$ 87,489.23	\$ 90,984.02	\$ 94,628.16	\$ 98,421.65
Captain	Hourly	\$ 24.95	\$ 25.82	\$ 26.72	\$ 27.66	\$ 28.63	\$ 29.63	\$ 30.67	\$ 31.74	\$ 32.85	\$ 34.00	\$ 35.19
	ST	\$ 72,654.40	\$ 75,187.84	\$ 77,808.64	\$ 80,545.92	\$ 83,370.56	\$ 86,282.56	\$ 89,311.04	\$ 92,426.88	\$ 95,659.20	\$ 99,008.00	\$ 102,473.28
	Auto OT	\$ 1,871.25	\$ 1,936.50	\$ 2,004.00	\$ 2,074.50	\$ 2,147.25	\$ 2,222.25	\$ 2,300.25	\$ 2,380.50	\$ 2,463.75	\$ 2,550.00	\$ 2,639.25
	Annual	\$ 74,525.65	\$ 77,124.34	\$ 79,812.64	\$ 82,620.42	\$ 85,517.81	\$ 88,504.81	\$ 91,611.29	\$ 94,807.38	\$ 98,122.95	\$ 101,558.00	\$ 105,112.53
Captain w/HazMat or Training Differential	Hourly	\$ 25.35	\$ 26.22	\$ 27.12	\$ 28.06	\$ 29.03	\$ 30.03	\$ 31.07	\$ 32.14	\$ 33.25	\$ 34.40	\$ 35.59
	ST	\$ 73,819.20	\$ 76,352.64	\$ 78,973.44	\$ 81,710.72	\$ 84,535.36	\$ 87,447.36	\$ 90,475.84	\$ 93,591.68	\$ 96,824.00	\$ 100,172.80	\$ 103,638.08
	Auto OT	\$ 1,901.25	\$ 1,966.50	\$ 2,034.00	\$ 2,104.50	\$ 2,177.25	\$ 2,252.25	\$ 2,330.25	\$ 2,410.50	\$ 2,493.75	\$ 2,580.00	\$ 2,669.25
	Annual	\$ 75,720.45	\$ 78,319.14	\$ 81,007.44	\$ 83,815.22	\$ 86,712.61	\$ 89,699.61	\$ 92,806.09	\$ 96,002.18	\$ 99,317.75	\$ 102,752.80	\$ 106,307.33
Captain w/Heavy Rescue Differential	Hourly	\$ 25.45	\$ 26.32	\$ 27.22	\$ 28.16	\$ 29.13	\$ 30.13	\$ 31.17	\$ 32.24	\$ 33.35	\$ 34.50	\$ 35.69
	ST	\$ 74,110.40	\$ 76,643.84	\$ 79,264.64	\$ 82,001.92	\$ 84,826.56	\$ 87,738.56	\$ 90,767.04	\$ 93,882.88	\$ 97,115.20	\$ 100,464.00	\$ 103,929.28
	Auto OT	\$ 1,908.75	\$ 1,974.00	\$ 2,041.50	\$ 2,112.00	\$ 2,184.75	\$ 2,259.75	\$ 2,337.75	\$ 2,418.00	\$ 2,501.25	\$ 2,587.50	\$ 2,676.75
	Annual	\$ 76,019.15	\$ 78,617.84	\$ 81,306.14	\$ 84,113.92	\$ 87,011.31	\$ 89,998.31	\$ 93,104.79	\$ 96,300.88	\$ 99,616.45	\$ 103,051.50	\$ 106,606.03
Battalion Chief Salary/Exempt	Hourly	\$ 30.14	\$ 31.19	\$ 32.28	\$ 33.41	\$ 34.58	\$ 35.79	\$ 37.04	\$ 38.34	\$ 39.68	\$ 41.07	\$ 42.51
	ST	\$ 87,767.68	\$ 90,825.28	\$ 93,999.36	\$ 97,289.92	\$ 100,696.96	\$ 104,220.48	\$ 107,860.48	\$ 111,646.08	\$ 115,548.16	\$ 119,595.84	\$ 123,789.12
	Auto OT	\$ 2,260.50	\$ 2,339.25	\$ 2,421.00	\$ 2,505.75	\$ 2,593.50	\$ 2,684.25	\$ 2,778.00	\$ 2,875.50	\$ 2,976.00	\$ 3,080.25	\$ 3,188.25
	Annual	\$ 90,028.18	\$ 93,164.53	\$ 96,420.36	\$ 99,795.67	\$ 103,290.46	\$ 106,904.73	\$ 110,638.48	\$ 114,521.58	\$ 118,524.16	\$ 122,676.09	\$ 126,977.37

Acting Battalion Chiefs receive \$1.60 per hour

Acting Captains receive \$1.04 per hour

*ST is based on 2912 hours paid annually at the hourly rate

**Auto OT is based on 150 hours paid annually at one-half hourly rate IF there is no sick leave taken

***Holiday is based on 12 holidays, 8 hours per holiday. Option to add hours to vacation accrual or be paid.

PART-TIME

Firefighter	\$ 17.00
Paramedic	\$ 20.00
Wildland Firefighter	\$ 18.50

ADMINISTRATION													
POSITION		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
Fire Warden & Deputy Fire Marshal	Hourly	\$ 35.83	\$ 37.08	\$ 38.38	\$ 39.72	\$ 41.11	\$ 42.55	\$ 44.04	\$ 45.58	\$ 47.18	\$ 48.83	\$ 50.54	
	Monthly	\$ 6,210.53	\$ 6,427.20	\$ 6,652.53	\$ 6,884.80	\$ 7,125.73	\$ 7,375.33	\$ 7,633.60	\$ 7,900.53	\$ 8,177.87	\$ 8,463.87	\$ 8,760.27	
	Annual	\$ 74,526.40	\$ 77,126.40	\$ 79,830.40	\$ 82,617.60	\$ 85,508.80	\$ 88,504.00	\$ 91,603.20	\$ 94,806.40	\$ 98,134.40	\$ 101,566.40	\$ 105,123.20	
Division Chief & Fire Marshal Salary/Exempt	Hourly	\$ 43.28	\$ 44.79	\$ 46.36	\$ 47.98	\$ 49.66	\$ 51.40	\$ 53.20	\$ 55.06	\$ 56.99	\$ 58.98	\$ 61.04	
	Monthly	\$ 7,501.87	\$ 7,763.60	\$ 8,035.73	\$ 8,316.53	\$ 8,607.73	\$ 8,909.33	\$ 9,221.33	\$ 9,543.73	\$ 9,878.27	\$ 10,223.20	\$ 10,580.27	
	Annual	\$ 90,022.40	\$ 93,163.20	\$ 96,428.80	\$ 99,798.40	\$ 103,292.80	\$ 106,912.00	\$ 110,656.00	\$ 114,524.80	\$ 118,539.20	\$ 122,678.40	\$ 126,963.20	
Deputy Chief Salary/Exempt	Hourly	\$ 55.61	\$ 57.56	\$ 59.57	\$ 61.65	\$ 63.81	\$ 66.04	\$ 68.35	\$ 70.74	\$ 73.22	\$ 75.78	\$ 78.43	
	Monthly	\$ 9,639.50	\$ 9,977.07	\$ 10,325.47	\$ 10,686.00	\$ 11,060.40	\$ 11,446.93	\$ 11,847.33	\$ 12,261.60	\$ 12,691.47	\$ 13,135.20	\$ 13,594.53	
	Annual	\$ 115,674.00	\$ 119,724.80	\$ 123,905.60	\$ 128,232.00	\$ 132,724.80	\$ 137,363.20	\$ 142,168.00	\$ 147,139.20	\$ 152,297.60	\$ 157,622.40	\$ 163,134.40	
Chief Salary/Exempt	Hourly	\$ 60.06	\$ 62.16	\$ 64.34	\$ 66.59	\$ 68.92	\$ 71.33	\$ 73.83	\$ 76.41	\$ 79.08	\$ 81.85	\$ 84.71	
	Monthly	\$ 10,410.66	\$ 10,774.40	\$ 11,152.27	\$ 11,542.27	\$ 11,946.13	\$ 12,363.87	\$ 12,797.20	\$ 13,244.40	\$ 13,707.20	\$ 14,187.33	\$ 14,683.07	
	Annual	\$ 124,927.92	\$ 129,292.80	\$ 133,827.20	\$ 138,507.20	\$ 143,353.60	\$ 148,366.40	\$ 153,566.40	\$ 158,932.80	\$ 164,486.40	\$ 170,248.00	\$ 176,196.80	
CIVILIAN													
Office Clerk	Hourly	\$ 15.45	\$ 15.99	\$ 16.55	\$ 17.13	\$ 17.73	\$ 18.35	\$ 18.99	\$ 19.65	\$ 20.34	\$ 21.05	\$ 21.79	
	Monthly	\$ 2,678.00	\$ 2,771.60	\$ 2,868.67	\$ 2,969.20	\$ 3,073.20	\$ 3,180.67	\$ 3,291.60	\$ 3,406.00	\$ 3,525.60	\$ 3,648.67	\$ 3,776.93	
	Annual	\$ 32,136.00	\$ 33,259.20	\$ 34,424.00	\$ 35,630.40	\$ 36,878.40	\$ 38,168.00	\$ 39,499.20	\$ 40,872.00	\$ 42,307.20	\$ 43,784.00	\$ 45,323.20	
Office Tech.	Hourly	\$ 20.74	\$ 21.46	\$ 22.21	\$ 22.99	\$ 23.79	\$ 24.62	\$ 25.48	\$ 26.37	\$ 27.29	\$ 28.25	\$ 29.24	
	Monthly	\$ 3,594.34	\$ 3,719.73	\$ 3,849.73	\$ 3,984.93	\$ 4,123.60	\$ 4,267.47	\$ 4,416.53	\$ 4,570.80	\$ 4,730.27	\$ 4,896.67	\$ 5,068.27	
	Annual	\$ 43,132.13	\$ 44,636.80	\$ 46,196.80	\$ 47,819.20	\$ 49,483.20	\$ 51,209.60	\$ 52,998.40	\$ 54,849.60	\$ 56,763.20	\$ 58,760.00	\$ 60,819.20	
Office Manager	Hourly	\$ 22.19	\$ 22.96	\$ 23.76	\$ 24.59	\$ 25.45	\$ 26.34	\$ 27.26	\$ 28.21	\$ 29.20	\$ 30.22	\$ 31.28	
	Monthly	\$ 3,845.95	\$ 3,979.73	\$ 4,118.40	\$ 4,262.27	\$ 4,411.33	\$ 4,565.60	\$ 4,725.07	\$ 4,889.73	\$ 5,061.33	\$ 5,238.13	\$ 5,421.87	
	Annual	\$ 46,151.38	\$ 47,756.80	\$ 49,420.80	\$ 51,147.20	\$ 52,936.00	\$ 54,787.20	\$ 56,700.80	\$ 58,676.80	\$ 60,736.00	\$ 62,857.60	\$ 65,062.40	
Financial Services Manager	Hourly	\$ 40.06	\$ 41.46	\$ 42.91	\$ 44.41	\$ 45.96	\$ 47.57	\$ 49.23	\$ 50.95	\$ 52.73	\$ 54.58	\$ 56.49	
	Monthly	\$ 6,943.91	\$ 7,186.40	\$ 7,437.73	\$ 7,697.73	\$ 7,966.40	\$ 8,245.47	\$ 8,533.20	\$ 8,831.33	\$ 9,139.87	\$ 9,460.53	\$ 9,791.60	
	Annual	\$ 83,326.88	\$ 86,236.80	\$ 89,252.80	\$ 92,372.80	\$ 95,596.80	\$ 98,945.60	\$ 102,398.40	\$ 105,976.00	\$ 109,678.40	\$ 113,526.40	\$ 117,499.20	
***Annual = 2080 hours/40 hr week/26 pay periods													

11/1/2022