

2026 Skill Based Pay Tables

EFPD strives to employ dedicated, thinking firefighters who are masters of their craft. Supporting this goal requires the District to be economically competitive within the marketplace while promoting lifelong professional development. This step-based compensation system is one of the processes in place to attain those goals. It is designed to create a logical progression from probationary firefighter to master firefighter, rewarding tangible accomplishments throughout the process.

Though this program is not solely based on the accumulation of certificates, there is a need to pay some attention to the maintenance of prior accomplishments that have been recognized for progression on the scale. During the annual review, the supervisor shall review past accomplishments and discuss any lapses or certifications, or abandonment of prior projects to determine if the “loss” of prior progress is consistent with a commitment to lifelong learning. If the supervisor determines the loss of progress is significant enough they may recommend the firefighter not advance to the next step in the process, or if at the top step, not recommend a bonus.

	Year 1	Year 2	Year 3	Year 4	Year 5+	Year 6+
Firefighter/EMT	\$ 71,917	\$ 79,109	\$ 87,020	\$ 95,721	\$ 105,295	1%-5%
Firefighter/Paramedic	\$ 79,109	\$ 87,020	\$ 95,722	\$ 105,294	\$ 115,824	bonus on
Lieutenant					\$ 121,089	annual
Captain					\$ 138,673	review

Annual	<i>Probationary</i>	<i>DO Engine</i>	
Requirements	<i>Task Book</i>	<i>DO Aerial</i>	<i>1 professional development activity each year</i>
		<i>Car Seat Tech</i>	

***pay table is updated annually as part of budget process, approved by the Board of Directors*