

Addendum 1 - Pay Plan

Firefighter				
Level	Increases	Base Level of Salary (10/01/22)	Requirements to Advance to Next Level	Time in Level to Advance between Levels
0	\$1,550.00 COLA	37,550.00	Firefighter Minimum Standards and State FL EMT Certification	Upon Certification
1	\$1,550.00 COLA; \$750.00 Level up; \$1,550.00 Freedom First Budget Act Pay	44,850.00	ICS 100, 200, 700, 800, S130/S190, and Probation Task Book	1 Year
2	\$1,550.00 COLA; \$750.00 Level up; \$1,550.00 Freedom First Budget Act Pay	44,850.00	State Pump Operations Certification	1 Year
3	\$1,550.00 COLA; \$750.00 Level up; \$1,550.00 Freedom First Budget Act Pay	45,650.00	Pick 2 classes to complete: Tactics and Strategies 1, Company Officer, Building Construction, Course Delivery	1 Year
4	\$1,550.00 COLA; \$750.00 Level up; \$1,550.00 Freedom First Budget Act Pay	46,450.00	State Fire Officer 1 Certification (or all 4 classes at Level 3)	1 Year
5	\$1,550.00 COLA; \$750.00 Level up; \$1,550.00 Freedom First Budget Act Pay	47,250.00		
Note: the Freedom First Budget Act Pay (FFBA) raise is an advance on future COLA raises. All Firefighters are leveling up on October 1, 2022 (excluding Lev 0 Trainees).				

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Driver Operator FY 23 COLA \$1,850.00		Requirements to obtain the Position:		Level 1	Firefighter Level 3, Pump Operator Cert, Cleared ACFR Paramedic, 2 Years employed as FF or RLT with ACFR
Level	Base Level of Salary (10/01/22)	Dollar Amount Increase Upon Reaching Level	Requirements to Advance to Next Level		Time in Level to Advance between Levels
1	46,850.00	N/A-Entry Level	VMR Operations and 3 College Credit Hours OR 40 hours Approved Vocational Education *		1 Year
2	47,750.00	900.00	3 College Credit Hours OR 40 Hours Approved Vocational Education *		1 Year
3	48,650.00	900.00	Aerial Operations and 6 College Credit Hours OR 80 Hours Approved Vocational Education *		1 Year
4	49,550.00	900.00	6 College Credit Hours OR 80 Hours Approved Vocational Education *		1 Year
5	50,450.00	900.00			
* 3 College Credit Hours is equivalent of 40 Hours Approved Vocational Education					
*3 College Credit Hours or 40 Hours Approved Vocational Education must be new at each level					

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Rescue Lieutenant		FY23 COLA \$1,850.00 FOR LEVELS 1-5; \$2,300.00 FOR LEVELS 6-10		
Level	Base Level of Salary (10/01/22)	Dollar Amount Increase Upon Reaching Level	Requirements to Advance to Next Level	Time in Level to Advance between Levels
1	46,850.00	N/A-Entry Level	Firefighter Minimum Standards	Upon Certification
2	47,750.00	900.00	Probationary Task Book	1 Year
3	48,650.00	900.00	ACFR EMS Leadership Course and 6 College Credit Hours	1 Year
4	49,550.00	900.00	6 College Credit Hours OR 80 Hours Approved Vocational	1 Year
5	50,450.00	900.00	FI State Fire Officer 1 Certification, Critical Care	1 Year
6	58,500.00	8,050.00	Approved Advanced Airway Course, 3 College Credit	1 Year
7	59,650.00	1,150.00	9 College Credit Hours OR 120 hours Approved	1 Year
8	60,800.00	1,150.00	9 College Credit Hours OR 120 hours Approved	1 Year
9	61,950.00	1,150.00	9 College Credit Hours OR 120 hours Approved	1 Year
10	63,100.00	1,150.00	9 College Credit Hours OR 120 hours Approved	
* 3 College Credit Hours is equivalent of 40 Hours Approved Vocational Education				
*3 College Credit Hours or 40 Hours Approved Vocational Education must be new at each level				
# See Requirements in Article 14.11 for bargaining unit members in a Rescue Lieutenant classification on or before October 1, 2019 or any applicant in HR Group FY19-08771				

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Lieutenant FY23 COLA \$2,300.00		Requirements to obtain the Position:		Level 1	Driver Operator Level 3 or Rescue Lieutenant (RLT) Level 5, State Fire Officer 2, Cleared ACFR Paramedic, Current Driver Operator Out-of-Class Status (RLT), 4 Years employed with ACFR
Level	Base Level of Salary (10/01/22)	Dollar Amount Increase Upon Reaching Level	Requirements to Advance to Next Level		Time in Level to Advance between Levels
1	58,500.00	N/A-Entry Level	State Fire Instructor 1 Certification and 9		1 Year
2	59,650.00	1,150.00	9 College Credit Hours OR 120 hours Approved		1 Year
3	60,800.00	1,150.00	9 College Credit Hours OR 120 hours Approved		1 Year
4	61,950.00	1,150.00	9 College Credit Hours OR 120 hours Approved		1 Year
5	63,100.00	1,150.00			
* 3 College Credit Hours is equivalent of 40 Hours Approved Vocational Education					
*3 College Credit Hours or 40 Hours Approved Vocational Education must be new at each level					

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EMT Driver FY23 COLA \$1,700.00		Requirements to obtain the Position:		Level 1	State FL EMT Certification
Level	Base Level of Salary (10/01/22)	Dollar Amount Increase Upon Reaching Level	Requirements to Advance to Next Level		Time in Level to Advance between Levels
1	\$35,300.00	N/A-Entry Level	40 hours of continuing education opportunities		1 Year
2	\$36,100.00	\$800.00	40 hours of continuing education opportunities		1 Year
3	\$36,900.00	\$800.00	40 hours of continuing education opportunities		1 Year
4	\$37,700.00	\$800.00	40 hours of continuing education opportunities		1 Year
5	\$38,500.00	\$800.00			
Attendance at Peak Load/Critical Care quarterly training- attendance at 75% is required					
Department assigned online EMS training					
EMS-related conferences or symposiums (requires Assistant Chief of EMS approval)					
County sponsored training opportunities (requires Assistant Chief of EMS approval)					

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EMS Attendant FY23 COLA \$2,400.00		Requirements to obtain the Position:		Level 1	External Hire or Internal Hire - Paramedic
Level	Base Level of Salary (10/01/22)	Dollar Amount Increase Upon Reaching Level	Requirements to Advance to Next Level		Time in Level to Advance between Levels
1	\$45,400.00	N/A-Entry Level	40 hours of continuing education		1 Year
2	\$46,600.00	\$1,200.00	40 hours of continuing education		1 Year
3	\$47,800.00	\$1,200.00	40 hours of continuing education		1 Year
4	\$49,000.00	\$1,200.00	40 hours of continuing education		1 Year
5	\$50,200.00	\$1,200.00			
Attendance at Peak Load/Critical Care quarterly training- attendance at 75% is required					
Department assigned online EMS training					
EMS-related conferences or symposiums (requires Assistant Chief of EMS approval)					
County sponsored training opportunities (requires Assistant Chief of EMS approval)					

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Fire Prevention Officers		Fire Safety Inspector I
Level	Base Level of Salary (10/01/22)	Minimum requirements for each level
1	\$43,000.00	Fire Safety Inspector I
2	\$46,850.00	Fire Safety Inspector II; 3 Years Experience
3	\$58,500.00	State Certified Firefighter II; 6 Years Experience