

**Augusta Fire Department Salary Compression and Retention Plan
New Salary Structure**

The Augusta Fire Department is requesting the following new minimum salaries to address remaining compression created by the implementation of the \$15 minimum hourly rate.

(PROPOSED) NEW Augusta Fire Department Minimum Salaries		
Title	Pay Grade	Minimum
Deputy Chief	27	108,476.97
Shift Commander/Division Head	26	95,155.24
Battalion Chief	24	83,469.51
Captain 7.5 Hr.	23	73,218.87
Captain 24 Hr.	22	68,218.87
Lieutenant 7.5 Hr. or 24 Hr.	20	59,841.11

(CURRENT) Augusta Fire Department Salary Structure		
Title	Pay Grade	Minimum
Deputy Chief	27	74,713.75
Shift Commander/Division Head	26	69,328.91
Battalion Chief	24	64,368.71
Captain 7.5 Hr.	23	60,800.00
Captain 24 Hr.	22	55,747.03
Lieutenant 7.5 Hr. or 24 Hr.	20	52,340.27

Augusta Fire Department Salary Compression and Retention Plan

Title	Grade	PCN	Total Current Base w/ARP	Salary Adjustment	New Base Salary	% of Total Salary Increase
Deputy Chief	27	FAD42BR002	\$ 89,677.91	\$ 26,262.28	\$ 115,940.19	29%
Deputy Chief	27	FAD42BR001	\$ 84,985.37	\$ 28,416.46	\$ 113,401.83	33%
CHIEF TRAINING OFFICER	26	FTR32YF001	\$ 74,654.31	\$ 23,698.15	\$ 98,352.46	32%
Shift Commander	26	F0147TF002	\$ 84,927.04	\$ 16,394.26	\$ 101,321.30	19%
Shift Commander	26	F0147TF001	\$ 83,261.83	\$ 17,488.54	\$ 100,750.37	21%
FIRE MARSHAL	26	FPR47WH002	\$ 78,645.66	\$ 22,732.73	\$ 101,378.39	29%
Fire Battalion Chief	24	F0147RT001	\$ 74,573.95	\$ 13,269.36	\$ 87,843.31	18%
Fire Battalion Chief	24	F0147RT004	\$ 73,471.88	\$ 14,254.58	\$ 87,726.46	19%
Fire Battalion Chief	24	F0147RT007	\$ 73,551.75	\$ 14,491.89	\$ 88,043.64	20%
Fire Battalion Chief	24	F0147RT003	\$ 72,109.58	\$ 16,768.76	\$ 88,878.34	23%
Fire Battalion Chief	24	F0147RT008	\$ 71,429.28	\$ 15,445.79	\$ 86,875.07	22%
Fire Battalion Chief	24	F0147RT002	\$ 68,288.76	\$ 19,754.88	\$ 88,043.64	29%
Fire Battalion Chief	24	F0147RT005	\$ 68,288.76	\$ 19,254.06	\$ 87,542.82	28%
FIRE INSPECTOR, CAPTAIN	23	FPR47WG001	\$ 64,502.72	\$ 11,703.48	\$ 76,206.20	18%
FIRE CAPTAIN, LOGISTICS	23	FAD47TY001	\$ 64,502.72	\$ 10,824.85	\$ 75,327.57	17%
Fire Captain	22	F0147TK004	\$ 66,865.23	\$ 4,846.44	\$ 71,711.67	7%
Fire Captain	22	F0147TK003	\$ 66,865.23	\$ 4,669.07	\$ 71,534.30	7%
Fire Captain	22	F0147TK005	\$ 66,865.23	\$ 4,532.63	\$ 71,397.86	7%
Fire Captain	22	F0147TK018	\$ 64,935.71	\$ 6,366.65	\$ 71,302.36	10%
Fire Captain	22	F0147TK013	\$ 63,976.08	\$ 6,725.95	\$ 70,702.03	11%
Fire Captain	22	F0147TK009	\$ 63,366.78	\$ 7,608.13	\$ 70,974.91	12%
Fire Captain	22	F0147TK002	\$ 62,430.32	\$ 8,312.64	\$ 70,742.96	13%
Fire Captain	22	F0147TK015	\$ 60,709.62	\$ 9,896.91	\$ 70,606.53	16%
Fire Captain	22	F0147TK006	\$ 61,877.12	\$ 11,226.22	\$ 73,103.34	18%
Fire Captain	22	F0147TK014	\$ 60,709.62	\$ 9,842.33	\$ 70,551.95	16%
Fire Captain	22	F0147TK019	\$ 60,709.62	\$ 9,705.89	\$ 70,415.51	16%
Fire Captain	22	F0147TK017	\$ 62,212.71	\$ 9,062.36	\$ 71,275.07	15%
Fire Captain	22	F0147TK001	\$ 62,001.40	\$ 8,727.92	\$ 70,729.32	14%
Fire Captain	22	F0147TK007	\$ 61,996.77	\$ 8,186.80	\$ 70,183.57	13%
Fire Captain	22	F0147TK010	\$ 61,996.77	\$ 8,186.80	\$ 70,183.57	13%
Fire Captain	22	F0147TK012	\$ 61,996.77	\$ 8,459.67	\$ 70,456.44	14%
Fire Captain	22	F0147TK008	\$ 61,963.74	\$ 8,492.70	\$ 70,456.44	14%
Fire Captain	22	F0147TK016	\$ 60,709.62	\$ 9,746.82	\$ 70,456.44	16%
Fire Captain	22	F0147TK011	\$ 61,922.87	\$ 8,301.63	\$ 70,224.50	13%
FIRE INVESTIGATOR, Lieutenant	20	FPR48EN002	\$ 57,037.04	\$ 6,119.27	\$ 63,156.31	11%
FIRE INSPECTOR	20	FPR47WA005	\$ 57,037.04	\$ 6,346.66	\$ 63,383.70	11%
FIRE INSPECTOR	20	FPR47WA004	\$ 56,506.36	\$ 5,560.84	\$ 62,067.20	10%
FIRE LIEUTENANT, TRAINING	20	FTR48JU001	\$ 56,246.74	\$ 4,851.03	\$ 61,097.77	9%
Lt. EMS Training Officer	20	FTR48JU001	\$ 55,297.21	\$ 5,908.28	\$ 61,205.49	11%
FIRE INSPECTOR	20	FPR47WA001	\$ 52,340.27	\$ 7,548.71	\$ 59,888.98	14%
FIRE LIEUTENANT, TRAINING	20	FTR48JU002	\$ 52,340.27	\$ 8,661.76	\$ 61,002.03	17%
FIRE INVESTIGATOR, Lieutenant	20	FPR48EN003	\$ 52,340.27	\$ 8,781.44	\$ 61,121.71	17%
Fire Lieutenant	20	F0148FI026	\$ 57,540.03	\$ 5,795.80	\$ 63,335.83	10%
Fire Lieutenant	20	F0148FI051	\$ 57,408.39	\$ 5,747.92	\$ 63,156.31	10%
Fire Lieutenant	20	F0148FI020	\$ 57,047.22	\$ 6,109.09	\$ 63,156.31	11%
Fire Lieutenant Retiring 1/31	20	F0148FI016	\$ 57,291.60	\$ 2,549.51	\$ 59,841.11	4%
Fire Lieutenant	20	F0148FI007	\$ 57,047.22	\$ 6,264.67	\$ 63,311.89	11%
Fire Lieutenant	20	F0148FI011	\$ 57,047.21	\$ 5,666.27	\$ 62,713.48	10%
Fire Lieutenant	20	F0148FI037	\$ 57,047.22	\$ 5,833.82	\$ 62,881.04	10%
Fire Lieutenant	20	F0148FI013	\$ 56,509.04	\$ 5,414.54	\$ 61,923.58	10%
Fire Lieutenant - resigning	20	F0148FI019	\$ 56,509.04	\$ 3,332.07	\$ 59,841.11	6%
Fire Lieutenant	20	F0148FI033	\$ 57,047.22	\$ 5,989.40	\$ 63,036.62	10%
Fire Lieutenant	20	F0148FI053	\$ 57,047.22	\$ 4,553.22	\$ 61,600.44	8%
Fire Lieutenant	20	F0148FI054	\$ 56,509.04	\$ 5,929.17	\$ 62,438.21	10%
Fire Lieutenant	20	F0148FI055	\$ 56,509.04	\$ 5,450.44	\$ 61,959.48	10%
Fire Lieutenant	20	F0148FI024	\$ 56,126.67	\$ 5,354.08	\$ 61,480.75	10%
Fire Lieutenant	20	F0148FI010	\$ 57,047.22	\$ 5,462.80	\$ 62,510.02	10%

Augusta Fire Department Salary Compression and Retention Plan

Title	Grade	PCN	Total Current Base w/ARP	Salary Adjustment	New Base Salary	% of Total Salary Increase
Fire Lieutenant	20	F0148FI012	\$ 57,047.22	\$ 5,821.85	\$ 62,869.07	10%
Fire Lieutenant	20	F0148FI004	\$ 56,509.04	\$ 5,522.25	\$ 62,031.29	10%
Fire Lieutenant	20	F0148FI018	\$ 56,509.04	\$ 5,438.48	\$ 61,947.52	10%
Fire Lieutenant	20	F0148FI015	\$ 56,293.52	\$ 5,175.27	\$ 61,468.79	9%
Fire Lieutenant	20	F0148FI005	\$ 57,047.22	\$ 3,859.06	\$ 60,906.28	7%
Fire Lieutenant	20	F0148FI009	\$ 56,509.04	\$ 5,594.06	\$ 62,103.10	10%
Fire Lieutenant	20	F0148FI036	\$ 56,297.48	\$ 5,207.21	\$ 61,504.69	9%
Fire Lieutenant	20	F0148FI056	\$ 56,297.48	\$ 5,566.26	\$ 61,863.74	10%
Fire Lieutenant	20	F0148FI060	\$ 55,297.21	\$ 5,728.75	\$ 61,025.96	10%
Fire Lieutenant	20	F0148FI001	\$ 56,126.67	\$ 5,928.56	\$ 62,055.23	11%
Fire Lieutenant	20	F0148FI006	\$ 56,126.67	\$ 5,210.47	\$ 61,337.14	9%
Fire Lieutenant	20	F0148FI025	\$ 56,126.67	\$ 5,928.56	\$ 62,055.23	11%
Fire Lieutenant	20	F0148FI035	\$ 56,126.67	\$ 6,287.61	\$ 62,414.28	11%
Fire Lieutenant	20	F0148FI038	\$ 56,126.67	\$ 5,210.47	\$ 61,337.14	9%
Fire Lieutenant	20	F0148FI047	\$ 56,126.67	\$ 6,886.02	\$ 63,012.69	12%
Fire Lieutenant	20	F0148FI034	\$ 56,126.67	\$ 5,605.42	\$ 61,732.09	10%
Fire Lieutenant	20	F0148FI045	\$ 56,126.67	\$ 5,605.42	\$ 61,732.09	10%
Fire Lieutenant	20	F0148FI014	\$ 55,297.21	\$ 5,752.69	\$ 61,049.90	10%
Fire Lieutenant	20	F0148FI017	\$ 55,297.21	\$ 5,872.37	\$ 61,169.58	11%
Fire Lieutenant	20	F0148FI029	\$ 55,297.21	\$ 5,752.69	\$ 61,049.90	10%
Fire Lieutenant	20	F0148FI032	\$ 55,297.21	\$ 5,872.37	\$ 61,169.58	11%
Fire Lieutenant	20	F0148FI039	\$ 55,297.21	\$ 5,752.69	\$ 61,049.90	10%
Fire Lieutenant	20	F0148FI040	\$ 55,297.21	\$ 7,069.19	\$ 62,366.40	13%
Fire Lieutenant	20	F0148FI044	\$ 55,297.21	\$ 7,787.29	\$ 63,084.50	14%
Fire Lieutenant	20	F0148FI046	\$ 55,297.21	\$ 5,872.37	\$ 61,169.58	11%
Fire Lieutenant	20	F0148FI050	\$ 55,297.21	\$ 5,752.69	\$ 61,049.90	10%
Fire Lieutenant	20	F0148FI052	\$ 55,297.21	\$ 7,188.87	\$ 62,486.08	13%
Fire Lieutenant	20	F0148FI057	\$ 55,297.21	\$ 6,710.15	\$ 62,007.36	12%
Fire Lieutenant	20	F0148FI058	\$ 55,297.21	\$ 5,752.69	\$ 61,049.90	10%
Fire Lieutenant	20	F0148FI059	\$ 55,297.21	\$ 5,872.37	\$ 61,169.58	11%
Fire Lieutenant	20	F0148FI002	\$ 54,935.60	\$ 6,030.52	\$ 60,966.12	11%
Fire Lieutenant	20	F0148FI003	\$ 54,935.60	\$ 5,432.11	\$ 60,367.71	10%
Fire Lieutenant	20	F0148FI008	\$ 54,935.60	\$ 5,910.84	\$ 60,846.44	11%
Fire Lieutenant	20	F0148FI021	\$ 54,935.60	\$ 5,910.84	\$ 60,846.44	11%
Fire Lieutenant	20	F0148FI022	\$ 54,935.60	\$ 5,432.11	\$ 60,367.71	10%
Fire Lieutenant	20	F0148FI023	\$ 52,340.27	\$ 8,901.12	\$ 61,241.39	17%
ADMINISTRATIVE ASSISTANT II	10	FAD21SF001	\$ 44,219.29	\$ 4,864.12	\$ 49,083.41	11%
ADMINISTRATIVE ASSISTANT II	10	FAD21SF002	\$ 44,048.79	\$ 4,845.37	\$ 48,894.16	11%
ADMINISTRATIVE ASSISTANT II	10	FAD21SF004	\$ 31,605.00	\$ 3,476.55	\$ 35,081.55	11%
ADMINISTRATIVE ASSISTANT III	12	FAD21SX001	\$ 45,760.36	\$ 5,033.64	\$ 50,794.00	11%
Building Maintenance Tech	12	FAD48MT002	\$ 39,512.27	\$ 4,346.35	\$ 43,858.62	11%
WORK DETAIL SUPERVISOR	14	FAD73NV001	\$ 38,231.94	\$ 4,205.51	\$ 42,437.45	11%
EMERGENCY VEHICLE TECH, Lead	20	FAD45MP001	\$ 62,228.07	\$ 6,845.09	\$ 69,073.16	11%
EMERGENCY VEHICLE TECH II	18	FAD45LX003	\$ 56,570.97	\$ 6,222.81	\$ 62,793.78	11%
EMERGENCY VEHICLE TECH II	18	FAD45LX002	\$ 56,542.68	\$ 6,219.69	\$ 62,762.37	11%
EMER. VEHICLE MAINTENANCE MGR	24	FAD48SJ001	\$ 72,476.20	\$ 7,972.38	\$ 80,448.58	11%
EMERGENCY VEHICLE TECH II	18	FAD45LX001	\$ 53,045.00	\$ 5,834.95	\$ 58,879.95	11%
MAINTENANCE PARTS CLERK	13	FAD56WR001	\$ 33,684.00	\$ 3,705.24	\$ 37,389.24	11%
EMERGENCY VEHICLE TECH	15	FAD45LC003	\$ 41,712.62	\$ 4,588.39	\$ 46,301.01	11%
PUBLIC FIRE & LIFE SAFETY (PIO)	21	FAD66DB001	\$ 52,000.00	\$ 5,720.00	\$ 57,720.00	11%
Fire Accreditation Data Specialist	21	FAD80FA001	\$ 51,371.00	\$ 5,650.81	\$ 57,021.81	11%
Public Education Specialist	20	FPR66EL001	\$ 48,554.00	\$ 5,340.94	\$ 53,894.94	11%
QUARTERMASTER, FIRE	17	FAD66NK001	\$ 51,873.66	\$ 5,706.10	\$ 57,579.76	11%
EMS Coordinator	24	FTR45VL001	\$ 60,800.00	\$ 6,688.00	\$ 67,488.00	11%
Building Maintenance Tech	12	FAD48MT001	\$ 38,269.67	\$ 4,209.66	\$ 42,479.33	11%
DEPUTY DIRECTOR, EMS	24	EMM41LV001	\$ 59,820.00	\$ 6,580.20	\$ 66,400.20	11%
EMERGENCY MANAGEMENT	18	EMM45KS001	\$ 40,162.00	\$ 4,417.82	\$ 44,579.82	11%

**Augusta Fire Department Salary Compression and Retention Plan
Proposed Funding**

Funding Needed **\$ 1,038,050.32**

Abolish	# Positions	Salary w/ARP	Total
EMS Lieutenant	3	\$ 52,340.27	\$ 157,020.81
EMS Sergeant/Driver	5	\$ 48,933.52	\$ 244,667.60
Firefighter Engineer	13	\$ 48,933.52	\$ 636,135.76
Total			\$ 1,037,824.17

Positions Abolished

Title	Grade	PCN
EMS SERGEANT	17	F0146ES001
EMS SERGEANT	17	F0146ES002
EMS SERGEANT	17	F0146ES003
EMS SERGEANT	17	F0146ES004
EMS SERGEANT	17	F0146ES005
EMS LIEUTENANT	20	F0146ET001
EMS LIEUTENANT	20	F0146ET002
EMS LIEUTENANT	20	F0146ET003
FIRE DRIVER ENGINEER	17	F0147VK090
FIRE DRIVER ENGINEER	17	F0147VK085
FIRE DRIVER ENGINEER	17	F0147VK084
FIRE DRIVER ENGINEER	17	F0147VK083
FIRE DRIVER ENGINEER	17	F0147VK082
FIRE DRIVER ENGINEER	17	F0147VK072
FIRE DRIVER ENGINEER	17	F0147VK068
FIRE DRIVER ENGINEER	17	F0147VK060
FIRE DRIVER ENGINEER	17	F0147VK058
FIRE DRIVER ENGINEER	17	F0147VK057
FIRE DRIVER ENGINEER	17	F0147VK024
FIRE DRIVER ENGINEER	17	F0147VK039
FIRE DRIVER ENGINEER	17	F0147VK045