



OFFICE OF HUMAN RESOURCES

AGENDA ITEM REPORT

TO: Mayor and City Council

FROM: Holly Cox, Human Resources

DATE: February 9, 2026

SUBJECT: Amendment to Fire Department Compensation Plan – Pay Grade 4

BACKGROUND:

- The Fire Department currently utilizes Pay Grade 4 for part-time firefighter positions. Under the current compensation plan, the starting rate for Pay Grade 4 is \$14.00 per hour. The current starting rate limits the City's ability to hire and train new personnel while managing overall personnel costs.
- We are requesting the City Council approve an amendment to the Fire Department Compensation Plan to modify Pay Grade 4 as follows:
 - Reduce the starting rate from \$14.00 per hour to \$10 per hour.
 - Add additional pay steps within Pay Grade 4 based on certifications, training, and experience.
 - Establish a maximum step of \$16.00 per hour.
- This structure would allow entry-level part-time firefighters to be hired at lower rate and progress through clearly defined steps as they earn certifications and gain experience, rather than placing all employees at a single flat rate regardless of qualifications.
- Under this model, employees would have a clear pathway to increase their pay as they become more valuable to the department.

IMPACT:

This amendment is expected to help manage personnel costs over time by allowing the city to hire entry-level firefighters at a lower rate while still providing opportunities for pay growth. Any increases within the pay grade would be tied to earned certifications and documented progression.

REQUEST/RECOMMENDATION:

- We recommend that the City Council approve this amendment to the Fire Department Compensation Plan so that the City can continue to recruit, train, and retain firefighters in a financially responsible and operationally effective manner.

ATTACHMENTS:

Proposed Pay Grade 4