

Projected Fire Fighter Salaries and Benefits for the next 3 Years

Fiscal Year: 2025-2026				Fiscal Year: 2026-2027				Fiscal Year: 2027-2028				Fiscal Year: 2028-2029			
Entry Level Firefighter				Firefighter after Probation				Firefighter				Firefighter			
Annual Salary		\$	42,000.00	Annual Salary		\$	53,783.88	Annual Salary		\$	53,783.88	Annual Salary		\$	55,397.40
Incentive Pays-				Incentive Pays -				Incentive Pays-				Incentive Pays-			
Longevity		\$	-	Longevity		\$	60.00	Longevity		\$	120.00	Longevity		\$	180.00
EMS Certificate		\$	1,500.00	EMS Certificate		\$	1,500.00	EMS Certificate		\$	1,500.00	EMS Certificate		\$	1,500.00
EMS Assignment		\$	5,000.00	EMS Assignment		\$	5,000.00	EMS Assignment		\$	5,000.00	EMS Assignment		\$	5,000.00
College Pay		\$	1,800.00	College		\$	1,800.00	College		\$	1,800.00	College		\$	1,800.00
N/A		\$	-	N/A		\$	-	N/A		\$	-	Seniority		\$	2,500.00
Total Salary		\$	50,300.00	Total Salary		\$	62,143.88	Total Salary		\$	62,203.88	Total Salary		\$	66,377.40
Benefits-				Benefits-				Benefits-				Benefits-			
FICA	6.20%	\$	3,118.60	FICA	6.20%	\$	3,852.92	FICA	6.20%	\$	3,856.64	FICA	6.20%	\$	4,115.40
Medicare	1.45%	\$	729.35	Medicare	1.45%	\$	901.09	Medicare	1.45%	\$	901.96	Medicare	1.45%	\$	962.47
TMRS	8.77%	\$	4,411.31	TMRS	8.77%	\$	5,450.02	TMRS	8.77%	\$	5,455.28	TMRS	8.77%	\$	5,821.30
Workers Comp	5.30%	\$	2,665.90	Workers Comp	5.30%	\$	3,293.63	Workers Comp	5.30%	\$	3,296.81	Workers Comp	5.30%	\$	3,518.00
Health Insurance	618.33	\$	7,419.96	Health Insurance	618.33	\$	7,419.96	Health Insurance	618.33	\$	7,419.96	Health Insurance	618.33	\$	7,419.96
Life Ins. & EAP	Budget	\$	27.72	Life Ins. & EAP	Budget	\$	27.72	Life Ins. & EAP	Budget	\$	27.72	Life Ins. & EAP	Budget	\$	27.72
Unemployment	Budget	\$	261.00	Unemployment	Budget	\$	261.00	Unemployment	Budget	\$	261.00	Unemployment	Budget	\$	261.00
Total Benefits		\$	18,633.84	Total Benefits		\$	21,206.33	Total Benefits		\$	21,219.36	Total Benefits		\$	22,125.85
Total Salary & Benefits		\$	68,933.84	Total Salary & Benefits		\$	83,350.21	Total Salary & Benefits		\$	83,423.24	Total Salary & Benefits		\$	88,503.25
No. of Firefighter			3	No. of Firefighter			3	No. of Firefighter			3	No. of Firefighters			3
FY Total Cost		\$	206,801.52	FY Total Cost		\$	250,050.63	FY Total Cost		\$	250,269.73	FY Total Cost		\$	265,509.75
Per Firefighter				Per Firefighter				Per Firefighter				Per Firefighter			
75% Grant Match		\$	51,700.38	75% Grant Match		\$	62,512.66	35% Grant Match		\$	29,198.13	0% Grant Match		\$	-
25% City Match		\$	17,233.46	25% City Match		\$	20,837.55	65% City Match		\$	54,225.11	100% City Match		\$	88,503.25
For 3 Firefighters				For 3 Firefighter				For 3 Firefighters				For 3 Firefighters			
75% Grant Match		\$	155,101.14	75% Grant Match		\$	187,537.97	35% Grant Match		\$	87,594.40	0% Grant Match		\$	-
25% City Match		\$	51,700.38	25% City Match		\$	62,512.66	65% City Match		\$	162,675.32	100% City Match		\$	265,509.75
Total Cost for three (3) years- Grant Matching:				\$ 430,233.52				Note: _____							
Total Cost for three (3) years- City Matching:				\$ 276,888.36				_____							
Total Cost(100%) for 3 Firefighter for the next three (3) years:				\$ 707,121.88				_____							