

2026 F-Schedule for Non-Union Fire

| Hourly Full Range | Minimum | Midpoint | Maximum |
|-------------------|---------|----------|----------|
| F-01 | \$55.15 | \$59.62 | \$64.09 |
| F-02 | \$83.77 | \$90.56 | \$97.35 |
| F-03 | \$89.66 | \$99.62 | \$109.58 |
| F-04 | \$93.14 | \$109.58 | \$126.02 |

Note: F-01H is calculated based off a shift schedule of 2912 hours per year.

| Hourly Hiring Range | Minimum | 20% | 40% | Midpoint | 60% | 80% | Maximum |
|---------------------|---------|---------|----------|----------|----------|----------|----------|
| F-01 | \$55.15 | \$56.94 | \$58.73 | \$59.62 | \$60.51 | \$62.30 | \$64.09 |
| F-02 | \$83.77 | \$86.49 | \$89.20 | \$90.56 | \$91.92 | \$94.64 | \$97.35 |
| F-03 | \$89.66 | \$93.64 | \$97.63 | \$99.62 | \$101.61 | \$105.60 | \$109.58 |
| F-04 | \$93.14 | \$99.72 | \$106.29 | \$109.58 | \$112.87 | \$119.44 | \$126.02 |

| Annual Full Range | Minimum | Midpoint | Maximum |
|-------------------|--------------|--------------|--------------|
| F-01 | \$160,596.80 | \$173,613.44 | \$186,630.08 |
| F-02 | \$174,241.60 | \$188,364.80 | \$202,488.00 |
| F-03 | \$186,492.80 | \$207,209.60 | \$227,926.40 |
| F-04 | \$193,731.20 | \$227,926.40 | \$262,121.60 |

| Annual Hiring Range | Minimum | 20% | 40% | Midpoint | 60% | 80% | Maximum |
|---------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| F-01 | \$160,596.80 | \$165,803.46 | \$171,010.11 | \$173,613.44 | \$176,216.77 | \$181,423.42 | \$186,630.08 |
| F-02 | \$174,241.60 | \$179,890.88 | \$185,540.16 | \$188,364.80 | \$191,189.44 | \$196,838.72 | \$202,488.00 |
| F-03 | \$186,492.80 | \$194,779.52 | \$203,066.24 | \$207,209.60 | \$211,352.96 | \$219,639.68 | \$227,926.40 |
| F-04 | \$193,731.20 | \$207,409.28 | \$221,087.36 | \$227,926.40 | \$234,765.44 | \$248,443.52 | \$262,121.60 |

Please note: Offering the top 20% of any range (80% to Maximum), requires approval from the Chief Human Resources Officer