

ES Step Plan updated 7/1/2025			3.75%									2.00%		1.50%	
Grade		Job Class Code	Minimum Hire	Minimum Hourly Rate	after 1 year	after 2 years	after 3 years	after 4 years	after 5-7 years	after 8-9 years	after 10 to 14 years	after 15 to 19 years	after 20 to 24 years	25 years plus	
			Step 1		Step 2	Step 3	Step 4	Step 5	Steps 6, 7, 8	Steps 9, 10	Steps 11, 12, 13, 14, 15	Steps 16, 17, 18, 19, 20	Steps 21, 22, 23, 24, 25	Steps 26, 27, 28, 29, 30, 31	
ES5	Peer Support Specialist	1334	\$42,744	\$20.55	\$44,346	\$46,009	\$47,734	\$49,525	\$51,382	\$53,309	\$54,375	\$55,462	\$56,294	\$57,139	
ES2	Emergency Medical Technician - Basic Trainee	1328	\$42,744	\$20.55	\$44,346	\$46,009	\$47,734	\$49,525	\$51,382	\$53,309	\$54,375	\$55,462	\$56,294	\$57,139	
ES6	Emergency Medical Technician - Basic	1328	\$48,281	\$23.22	\$50,092	\$51,971	\$53,920	\$55,941	\$58,040	\$60,215	\$61,419	\$62,649	\$63,587	\$64,541	
ES7	Crisis Response Community EMT	1566	\$49,730	\$23.91	\$51,595	\$53,530	\$55,536	\$57,619	\$59,781	\$62,022	\$63,262	\$64,528	\$65,495	\$66,477	
ES8	Logistics Specialist	1441	\$51,314	\$24.67	\$53,238	\$55,235	\$57,306	\$59,454	\$61,684	\$63,998	\$65,277	\$66,583	\$67,582	\$68,595	
ES8	Paramedic Trainee	1696	\$51,314	\$24.67	\$53,238	\$55,235	\$57,306	\$59,454	\$61,684	\$63,998	\$65,277	\$66,583	\$67,582	\$68,595	
ES12	Paramedic	1686	\$56,223	\$27.03	\$58,332	\$60,518	\$62,789	\$65,144	\$67,586	\$70,121	\$71,522	\$72,953	\$74,047	\$75,157	
ES13	Paramedic FTO	1750	\$57,910	\$27.85	\$60,082	\$62,335	\$64,673	\$67,096	\$69,612	\$72,225	\$73,668	\$75,143	\$76,269	\$77,412	
ES15	Community Paramedic	1749	\$57,910	\$27.85	\$60,082	\$62,335	\$64,673	\$67,096	\$69,612	\$72,225	\$73,668	\$75,143	\$76,269	\$77,412	
ES16	Community Paramedic-Post Overdose Response Team (PORT)	1777	\$57,910	\$27.85	\$60,082	\$62,335	\$64,673	\$67,096	\$69,612	\$72,225	\$73,668	\$75,143	\$76,269	\$77,412	
ES16	Fire and Safety Inspector	1782	\$57,910	\$27.85	\$60,082	\$62,335	\$64,673	\$67,096	\$69,612	\$72,225	\$73,668	\$75,143	\$76,269	\$77,412	
ES16	Logistics Manager	1848	\$57,910	\$27.85	\$60,082	\$62,335	\$64,673	\$67,096	\$69,612	\$72,225	\$73,668	\$75,143	\$76,269	\$77,412	
ES22	EMS Training Officer	1780	\$65,178	\$31.33	\$67,622	\$70,159	\$72,790	\$75,519	\$78,352	\$81,288	\$82,914	\$84,573	\$85,841	\$87,129	
ES17	EMS Battalion Chief	1971	\$65,178	\$31.33	\$67,622	\$70,159	\$72,790	\$75,519	\$78,352	\$81,288	\$82,914	\$84,573	\$85,841	\$87,129	
ES18	Bureau Chief, EMS Clinical Quality and Compliance	1972	\$67,134	\$32.27	\$69,652	\$72,263	\$74,975	\$77,786	\$80,701	\$83,728	\$85,403	\$87,110	\$88,417	\$89,743	
ES19	Bureau Chief, EMS Training & Development	1975	\$67,134	\$32.27	\$69,652	\$72,263	\$74,975	\$77,786	\$80,701	\$83,728	\$85,403	\$87,110	\$88,417	\$89,743	
ES19	Emergency Management Coordinator	1994	\$67,134	\$32.27	\$69,652	\$72,263	\$74,975	\$77,786	\$80,701	\$83,728	\$85,403	\$87,110	\$88,417	\$89,743	
ES21	Bureau Chief of Community Health and Safety	1902	\$67,134	\$32.27	\$69,652	\$72,263	\$74,975	\$77,786	\$80,701	\$83,728	\$85,403	\$87,110	\$88,417	\$89,743	
ES20	Assistant Fire Marshal	1850	\$68,719	\$33.04	\$71,295	\$73,970	\$76,742	\$79,621	\$82,606	\$85,704	\$87,419	\$89,167	\$90,504	\$91,861	
ES20	Assistant Chief-Emergency Management	2117	\$68,719	\$33.04	\$71,295	\$73,970	\$76,742	\$79,621	\$82,606	\$85,704	\$87,419	\$89,167	\$90,504	\$91,861	
ES25	Deputy Chief-EMS	2109	\$82,566	\$39.70	\$85,662	\$88,874	\$92,206	\$95,665	\$99,252	\$102,974	\$105,033	\$107,134	\$108,741	\$110,372	
Grade			3.75%									2.00%		1.50%	
			Minimum Hire	Minimum Hourly Rate	after 1 year	after 2 years	after 3 years	after 4 years	after 5-7 years	after 8-9 years	after 10 to 14 years	after 15 to 19 years	after 20 to 24 years	25 years plus	
			Step 1		Step 2	Step 3	Step 4	Step 5	Steps 6, 7, 8	Steps 9, 10	Steps 11, 12, 13, 14, 15	Steps 16, 17, 18, 19, 20	Steps 21, 22, 23, 24, 25	Steps 26, 27, 28, 29, 30, 31	
ES40	Public Safety Communications Call Taker	1331	\$43,272	\$20.80	\$44,895	\$46,579	\$48,325	\$50,138	\$52,017	\$53,968	\$55,048	\$56,148	\$56,991	\$57,846	
ES41	Public Safety Telecommunicator Trainee	1493	\$45,990	\$22.11	\$47,715	\$49,504	\$51,361	\$53,286	\$55,284	\$57,358	\$58,505	\$59,675	\$60,570	\$61,479	
ES42	Public Safety Telecommunicator	1493	\$51,949	\$24.98	\$53,897	\$55,919	\$58,016	\$60,192	\$62,449	\$64,790	\$66,086	\$67,408	\$68,419	\$69,445	
ES43	Public Safety Communications Training Officer	1550	\$54,439	\$26.17	\$56,480	\$58,598	\$60,796	\$63,076	\$65,441	\$67,896	\$69,252	\$70,638	\$71,697	\$72,773	
ES44	Public Safety Communications Captain	1687	\$61,436	\$29.54	\$63,740	\$66,131	\$68,611	\$71,183	\$73,853	\$76,622	\$78,154	\$79,718	\$80,912	\$82,127	
ES45	Public Safety Communications Technology Coordinator	1847	\$61,436	\$29.54	\$63,740	\$66,131	\$68,611	\$71,183	\$73,853	\$76,622	\$78,154	\$79,718	\$80,912	\$82,127	
ES46	Public Safety Communications Battalion Chief	1851	\$63,280	\$30.43	\$65,652	\$68,115	\$70,668	\$73,318	\$76,068	\$78,920	\$80,499	\$82,108	\$83,341	\$84,590	
ES47	Bureau Chief-Public Safety Communications Professional Standards	1974	\$65,178	\$31.33	\$67,622	\$70,159	\$72,790	\$75,519	\$78,352	\$81,288	\$82,914	\$84,573	\$85,841	\$87,129	
ES48	Bureau Chief- Public Safety Communications Training and Development	1973	\$65,178	\$31.33	\$67,622	\$70,159	\$72,790	\$75,519	\$78,352	\$81,288	\$82,914	\$84,573	\$85,841	\$87,129	
ES51	Bureau Chief-Public Safety Communications Technology	2283	\$69,416	\$33.37	\$72,019	\$74,719	\$77,520	\$80,427	\$83,444	\$86,573	\$88,304	\$90,071	\$91,421	\$92,793	