



**City of Gainesville
Firefighter Pay Plan
FY 2025-2026
Effective October 1, 2025**

Pay Grade	Position Title (Job Class) & Position Requirements		Minimum Pay	Maximum Pay
<u>Fire Fighter Step Plan</u>				
F-1	Firefighter/Recruit <i>No experience, has not completed basic training (Stays in F-1 for no more than one year)</i>	Annual	\$54,846.33	
		Monthly	\$4,570.53	
		Bi-weekly	\$2,109.47	
F-2	Firefighter I <i>Certified firefighter, has completed basic training</i>	Annual	\$60,330.96	
		Monthly	\$5,027.58	
		Bi-weekly	\$2,320.42	
F-3	Firefighter II <i>Successfully completed one year of service as Certified Firefighter and all training required for Firefighter I</i>	Annual	\$63,950.82	
		Monthly	\$5,329.24	
		Bi-weekly	\$2,459.65	
F-4	Firefighter III <i>Successfully completed 2 years of service as Certified Firefighter and all training required for Firefighter II</i>	Annual	\$67,787.87	\$118,628.77
		Monthly	\$5,648.99	\$9,885.73
		Bi-weekly	\$2,607.23	\$4,562.65
<u>Driver/Engineer Promotional Step (must be open or available position in order to advance into these positions)</u>				
F-5	Fire Driver/Engineer <i>Successfully completed 2 years of service as a Certified Firefighter, passed all required testing, selected for position (or as decided and appointed by Fire Chief)</i>	Annual	\$74,566.66	\$130,491.66
		Monthly	\$6,213.89	\$10,874.31
		Bi-weekly	\$2,867.95	\$5,018.91
<u>Officer Promotional Positions (must be open or available position in order to advance into these positions)</u>				
F-6	Fire Lieutenant	Annual	\$79,040.66	\$134,369.12
		Monthly	\$6,586.72	\$11,197.43
		Bi-weekly	\$3,040.03	\$5,168.04
F-7	Fire Captain Fire Captain/Fire Inspector	Annual	\$83,783.10	\$142,431.27
		Monthly	\$6,981.93	\$11,869.27
		Bi-weekly	\$3,222.43	\$5,478.13
F-8	Fire Battalion Chief	Annual	\$88,810.09	\$150,977.15
		Monthly	\$7,400.84	\$12,581.43
		Bi-weekly	\$3,415.77	\$5,806.81
F-9	Fire Division Chief/Training Fire Division Chief/Fire Marshal	Annual	\$97,691.10	\$166,074.87
		Monthly	\$8,140.93	\$13,839.57
		Bi-weekly	\$3,757.35	\$6,387.50
		Hourly	\$46.97	\$79.84
F-10 FLSA Exempt	Assistant Fire Chief/Assistant Emergency Management Coordinator	Annual	\$107,460.21	\$182,682.36
		Monthly	\$8,955.02	\$15,223.53
		Bi-weekly	\$4,133.09	\$7,026.24
		Hourly	\$51.66	\$87.83

Total Annual Hours for Shift Employees (F-1 through F-8) = 2912; Average Bi-weekly Hours = 112