

PAY SCALES & STAFFING

DEPARTMENT	FF		MEDIC		WORK WEEK	ENGINE CREW	LADDER CREW
	START PAY	TOP PAY	START PAY	TOP PAY			
1. Contra Costa County, CA	65,268	79,332	71,772	87,240	56	3	3
2. Napa, CA	63,816	80,184	70,164	88,236	56	3	3
3. San Jose, CA	62,379	83,616	62,379	93,650	56	4	5
4. Glendale, CA	61,068	79,656	81,803	92,401	56	4	4
5. Chula Vista, CA	59,675	72,552	NA	NA	56	3	4
6. San Francisco, CA	52,806	73,970	85,486	NA	48.7	4	5
7. Compton, CA	52,008	55,136	52,008	66,808	56	3	3
8. Seattle, WA	51,732	71,544	73,404	80,832	45.23	3 or 4	4
9. Glenview, IL	49,658	66,544	52,229	69,997	56	3	4
10. Olympia, WA	48,887	61,109	54,998	67,220	58	3	3
11. Seaside, CA	47,282	60,162	NA	NA	56	3	4
12. Los Angeles City, CA	46,855	70,303	46,855	82,810	56	4	5
13. West Hartford, CT	46,838	59,023	NA	NA	42	4	4
14. Fairfield, CT	46,604	70,026	NA	NA	42	3	3
15. Modesto, CA	46,308	56,292	47,697	57,980	53	3	4
16. Long Beach, CA	46,093	64,223	56,056	74,364	56	4	4
17. Yakima, WA	45,624	61,848	NA	NA	51	3	3
18. Boston, MA	45,293	64,028	NA	NA	42	4	4
19. Mesquite, TX	45,084	57,540	45,084	57,540	56	3.6	3.3
19. Torrance, CA	45,084	52,200	NA	NA	48	4	4
21. Lawrence, MA	45,000	58,000	45,000	58,000	42	3	3
22. Watsonville, CA	44,990	57,425	NA	NA	96	3.3	4
23. Anchorage, AK	44,900	64,300	44,900	77,800	56	3.4	4
24. Tacoma, WA	44,353	59,720	67,189	68,837	46.6	3	3
25. Carrollton, TX	44,187	53,197	44,187	53,197	53	3	4
26. Los Angeles County, CA	44,138	61,065	56,992	78,913	56	3.3	4
27. Kalamazoo, MI	44,000	64,000	NA	NA	52	4	4
28. Medford, OR	43,875	56,395	48,003	61,713	56	3	4
29. Shoreline, WA	43,812	67,584	71,340	76,968	48	3	3
30. Norwalk, CT	43,714	53,196	NA	NA	42	4	4
31. Reading, PA	43,522	47,513	36,000	47,513	42	2	2
32. Somerville, MA	43,300	51,900	NA	NA	42	3	3
33. Clackamas County, OR	43,227	48,987	60,607	66,367	NA	NA	NA
34. Clark County, NV	43,058	63,988	48,225	71,678	56	4	4
35. Elgin, IL	43,000	60,000	46,000	60,000	50.15	4	3
35. Kern County, CA	43,000	51,000	NA	NA	56	3	3
37. Franklin Park, IL	42,669	63,993	32,000	37,000	50.6	3	3
38. Manchester, CT	42,259	58,617	42,259	61,617	42	3	3
39. Bremerton, WA	42,032	60,046	46,235	66,051	50.32	2	2
40. Peabody, MA	42,000	42,000	NA	NA	42	3	3
41. Cleveland, OH	41,997	48,332	41,997	48,332	45.23	4	4
42. Sacramento, CA	41,952	50,988	47,952	56,988	56	4	4
43. Fort Worth, TX	41,728	53,258	NA	NA	56	4	4
44. Akron, OH	41,558	48,526	41,558	48,526	48	4	4
45. Redding, CA	41,496	50,436	NA	NA	56	2.4	3
46. Eugene, OR	41,409	56,580	45,370	60,541	56	3	3
47. Lodi, CA	41,318	55,370	NA	NA	56	3	4
48. Ann Arbor, MI	41,083	56,267	NA	NA	50.4	3	3
49. St. Paul, MN	40,841	59,123	45,497	63,616	56	4	4
50. Pawtucket, RI	40,832	47,320	NA	NA	42	3	3
51. Waukegan, IL	40,803	61,845	43,675	64,717	49.8	3	3
52. Palm Beach County, FL	40,800	60,276	46,920	69,324	48	3	3
53. New York, NY	40,774	66,048	34,850	39,841	40	5	6
54. Lompoc, CA	40,428	51,600	NA	NA	NA	NA	NA
55. Chicago, IL	40,416	72,354	40,416	72,354	44.5	5	5
56. Washington, DC	40,156	59,432	44,172	63,448	42	4	5
57. Oshkosh, WI	40,014	51,116	40,014	53,170	56	3	3
58. Colorado Springs, CO	39,765	56,607	52,560	66,540	56	4	4
59. Grand Junction, CO	39,619	48,048	43,775	53,088	56	3.5	4
60. Irving, TX	39,588	55,716	39,588	55,716	53	3	3
61. Greeley, CO	39,555	55,451	39,555	70,388	56	4	4
62. Apple Valley, CA	39,540	44,448	43,140	48,048	56	3	3
63. Aurora, IL	39,496	64,586	43,352	68,442	49.8	3	3
64. Mesa, AZ	39,478	53,310	56,582	59,203	56	4	4
65. Springfield, OH	39,431	49,797	39,431	50,866	52	3	3
66. Salem, OR	39,225	55,444	NA	NA	56	3	2
67. San Diego, CA	39,104	63,274	33,468	54,192	56	4	4
68. Dallas, TX	38,640	61,572	40,440	65,772	54	4	4
69. Providence, RI	38,548	43,042	41,148	45,642	42	3.5	3.5
70. Decatur, IL	38,395	48,998	NA	NA	52	3	3
71. Des Moines, IA	38,301	45,637	40,216	47,919	56	3	3
72. Stamford, CT	38,210	55,585	NA	NA	42	4	3

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	DEPARTMENT	FF		MEDIC		WORK WEEK	ENGINE CREW	LADDER CREW
		START PAY	TOP PAY	START PAY	TOP PAY			
73.	Lakewood, CO	37,833	65,190	63,190	70,174	56	3	4
74.	Buffalo, NY	37,775	51,072	NA	NA	48	4	4
75.	Duluth, MN	37,641	59,311	37,641	59,311	56	3	3
76.	Davenport, IA	37,626	54,912	38,567	56,285	56	3	3
77.	Worthington, OH	37,597	52,136	37,597	62,361	53	4	3
78.	Manchester, NH	37,585	53,602	NA	NA	42	3	2
79.	Montgomery County, MD	37,500	67,100	41,000	72,000	48	3	3
80.	Port Huron, MI	37,469	49,958	NA	NA	56	NA	NA
81.	Las Vegas, NV	37,444	67,649	49,639	77,320	56	4	4
82.	Fitchburg, MA	37,271	41,291	40,253	44,595	42	3	2
83.	Casper, WY	37,038	38,839	NA	NA	56	3	NA
84.	Chandler, AZ	36,997	51,797	42,558	63,358	56	4	4
85.	Nashua, NH	36,953	50,419	NA	NA	42	4	4
86.	Lowell, MA	36,912	48,348	NA	NA	42	3	3
87.	Fort Wayne, IN	36,753	47,493	NA	NA	56	4	4
88.	Denver, CO	36,624	58,440	NA	NA	48	4	4
89.	Virginia Beach, VA	36,622	64,699	NA	NA	56	3.3	3
90.	Royal Oak, MI	36,434	52,044	39,348	56,207	53.1	2.5	2
91.	Orange County, FL	36,422	58,695	41,532	63,805	56	3.6	3
92.	Honolulu, HI	36,384	47,460	NA	NA	56	5	5
93.	Newburgh, NY	36,330	50,638	NA	NA	40	3	3
94.	Orlando, FL	36,323	55,461	43,317	62,455	48	3.5	4
95.	Cape Coral, FL	36,266	49,146	42,246	55,126	48	3	3
96.	Minneapolis, MN	36,218	54,990	NA	NA	56	3.5	4
97.	Poughkeepsie, NY	36,109	49,800	NA	NA	42	2.5	2
98.	Jersey City, NJ	36,000	71,900	NA	NA	42	4	3
99.	Galveston, TX	35,952	36,948	NA	NA	53.5	4	2
100.	Rockford, IL	35,824	59,162	37,474	61,462	51	4	4
101.	Dania Beach, FL	35,820	45,716	39,590	50,527	48	2	NA
102.	La Crosse, WI	35,602	48,224	36,305	49,079	56	4	3
103.	Indianapolis, IN	35,456	46,548	36,056	49,448	48	4	4
104.	Las Cruces, NM	35,409	49,824	36,295	51,070	56	4	4
105.	Prince George's County, MD	35,285	60,051	NA	NA	42	3	4
106.	Eau Claire, WI	35,236	43,762	35,236	45,846	56	3	NA
107.	Lincoln, NE	35,232	50,028	54,527	56,405	56	4	4
108.	Philadelphia, PA	34,877	48,438	34,877	53,282	48	4	5
109.	Phoenix, AZ	34,775	54,350	49,184	59,900	52	4	4
110.	Glendale, AZ	34,617	52,217	40,319	57,919	52	4	4
111.	Spring Hill, FL	34,613	42,696	38,819	47,600	52	0	NA
112.	Toledo, OH	34,535	51,904	41,843	55,018	48	4	3
113.	Grand Rapids, MI	34,503	52,712	NA	NA	50.4	3	4
114.	Sioux City, IA	34,432	47,048	NA	NA	56	3	4
115.	Portland, OR	34,424	62,213	38,092	65,702	53	4	4
116.	York, PA	34,303	49,724	NA	NA	42	2	2

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DEPARTMENT	FF		MEDIC		WORK WEEK	ENGINE CREW	LADDER CREW
	START PAY	TOP PAY	START PAY	TOP PAY			
117. Pocatello, ID.....	34,286	34,286	49,952	49,952	72	3	2
118. Annapolis, MD.....	34,280	54,849	39,423	63,076	56	3	2.5
119. Westminster, CO.....	34,235	54,441	49,148	62,914	56	3	3
120. Bloomington, IN.....	34,151	42,881	34,651	42,881	56	4	3
121. Quincy, MA.....	34,021	47,105	NA	NA	42	3	3
122. Beloit, WI.....	34,000	50,000	37,000	53,000	52.9	3	3
123. Henrico County, VA.....	33,922	71,825	35,922	73,825	56	3	3
124. Gainesville, FL.....	33,915	45,716	36,749	45,716	52	3	4
124. Waco, TX.....	33,915	44,911	NA	NA	56	3	2
126. Springfield, IL.....	33,900	53,488	NA	NA	50.2	3	3
127. Overland Park, KS.....	33,876	54,756	33,876	54,756	56	3	3
128. Lancaster City, PA.....	33,812	48,306	NA	NA	42	3	2
129. Olathe, KS.....	33,750	46,187	37,000	56,016	56	3	4
130. Hialeah, FL.....	33,721	51,417	38,105	58,101	48	3	3
131. Miami-Dade County, FL.....	33,691	58,847	45,526	58,847	48	4	4
132. Worcester, MA.....	33,640	56,563	NA	NA	42	4	4
133. Chesapeake, VA.....	33,467	48,961	39,036	57,162	56	3.5	3
134. Norfolk, VA.....	33,445	50,890	40,692	61,919	52	4	3
135. Sioux Falls, SD.....	33,277	47,400	NA	NA	53	4	4
136. Salt Lake City, UT.....	33,192	53,580	36,840	59,472	53	4	4
136. Salt Lake County, UT.....	33,192	47,220	36,996	55,572	56	3.1	3.5
138. Columbus, OH.....	33,155	50,752	35,808	54,812	48	4	4
139. Lubbock, TX.....	33,134	69,208	NA	NA	56	4	4
140. Cobb County, GA.....	33,030	60,070	34,682	63,074	56	4	4
141. Cambridge, MA.....	32,997	47,487	33,977	48,487	42	4	4
142. St. Louis, MO.....	32,981	51,168	34,164	51,272	52	4	4
143. Rapid City, SD.....	32,935	52,590	36,132	55,240	56	3	3
144. Billings, MT.....	32,916	38,114	NA	NA	43.5	3	3
145. Richmond, VA.....	32,695	62,341	NA	NA	56	4	NA
146. Howard County, MD.....	32,673	61,676	42,440	68,376	48	3	4
146. Plainfield, IN.....	32,673	42,749	34,682	44,758	56	3	3
148. Fulton County, GA.....	32,649	52,271	34,608	55,407	53	3.4	3.1
149. Oklahoma City, OK.....	32,635	48,880	34,715	50,960	56	4	4
150. Albany, NY.....	32,351	49,771	33,410	51,402	40	4	4
151. Fargo, ND.....	32,162	43,429	NA	NA	56	3	3
152. Atlanta, GA.....	32,027	43,969	NA	NA	53	3	3
153. Bryan, TX.....	32,000	38,633	32,000	38,633	56	3	3
153. Englewood, NJ.....	32,000	81,795	NA	NA	42	3	3
153. Miami, FL.....	32,000	55,000	38,000	65,000	50	4	4
153. Roxboro, NC.....	32,000	45,723	NA	NA	56	3	0
157. Nashville, TN.....	31,921	50,961	39,288	56,284	53	3.5	3.3
158. Hagerstown, MD.....	31,699	47,431	NA	NA	48	1	2
159. Wilmington, DE.....	31,681	49,348	NA	NA	48	4	4
160. Tampa, FL.....	31,624	59,854	38,188	66,168	48	4	4
161. Tallahassee, FL.....	31,357	50,204	35,557	54,404	53	3	3
162. Jacksonville, FL.....	31,356	47,616	33,300	49,560	56	4	5
163. St. Petersburg, FL.....	31,260	48,879	36,889	57,677	52	3	3
164. Milwaukee, WI.....	31,209	52,661	30,496	52,611	49.8	4	5
165. Brockton, MA.....	31,200	42,601	33,700	45,101	42	3.5	3.5
166. Springfield, MO.....	31,075	39,686	NA	NA	56	3.23	3.24
167. Cincinnati, OH.....	31,022	51,760	45,607	56,418	48	4	4
168. Georgetown, TX.....	31,000	46,017	31,000	46,017	56	3	3
169. Frankfort, KY.....	30,951	46,817	34,951	50,817	56	3	3
170. Melbourne, FL.....	30,806	43,434	NA	NA	56	3.75	4
171. Charlotte, NC.....	30,681	45,329	NA	NA	52	4	4
172. Beaumont, TX.....	30,552	47,316	NA	NA	48	3	2
173. Houston, TX.....	30,524	42,934	34,524	46,934	46.7	4	4
174. Burlington, VT.....	30,240	41,468	33,857	44,164	56	3	2
175. Utica, NY.....	30,135	48,501	NA	NA	40	3	3
176. Roanoke, VA.....	30,002	45,003	33,771	48,772	56	3	3
177. Mansfield, OH.....	30,000	44,000	33,000	47,000	48	3	2
178. Texarkana, TX.....	29,894	37,068	NA	NA	56	3	1
179. Charleston, WV.....	29,890	33,892	31,726	35,728	49	3	2
180. Trenton, NJ.....	29,839	61,421	NA	NA	42	4	4
181. High Point, NC.....	29,729	46,302	NA	NA	56	3	3
182. Lake County, FL.....	29,466	45,106	35,759	51,222	56	3	3
183. Oroville, CA.....	29,300	37,396	NA	NA	56	3	2
184. Memphis, TN.....	29,292	46,430	43,228	50,609	56	4	4
185. Detroit, MI.....	29,259	47,763	42,391	45,187	48	4	4
186. Fayetteville, AR.....	29,240	35,371	NA	NA	56	3	3
187. Kansas City, MO.....	29,232	60,924	NA	NA	49.5	4	4
188. DeKalb County, GA.....	29,184	50,856	32,784	57,144	53	3	3

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	DEPARTMENT	FF		MEDIC		WORK WEEK	ENGINE CREW	LADDER CREW
		START PAY	TOP PAY	START PAY	TOP PAY			
189.	St. Joseph, MO	29,157	41,461	NA	NA	56	3	3
190.	Seminole County, FL	29,003	44,961	34,503	50,461	56	3	3
191.	Jefferson City, MO	28,900	56,987	NA	NA	56	3	2
192.	Little Rock, AR	28,886	42,560	NA	NA	56	4	4
193.	Spokane, WA	28,788	65,212	36,364	72,788	46.15	3	4
194.	Green Bay, WI	28,650	50,757	29,581	52,407	53	4	3
195.	Raleigh, NC	28,616	49,233	NA	NA	56	3	4
196.	Missoula, MT	28,545	44,448	29,037	45,984	42	3	3
197.	Daytona Beach, FL	28,478	49,256	32,728	53,506	56	3	2
198.	Baltimore County, MD	28,464	60,067	38,205	69,008	42	4	4
199.	Birmingham, AL	28,142	43,597	28,142	47,956	52	4	4
200.	Ogden, UT	28,018	46,777	32,221	47,605	56	3	3
201.	Montgomery, AL	28,013	41,336	30,813	43,864	56	5	5
202.	Columbia, SC	27,796	44,474	NA	NA	56	4	4
203.	Athens-Clarke County, GA	27,786	42,269	NA	NA	56	4	3
204.	Newark, OH	27,691	43,190	29,214	45,565	48	3	3
205.	Baltimore City, MD	27,600	45,000	NA	NA	42	4	4
206.	Alachua County, FL	27,537	47,057	24,977	60,057	56	3	3
207.	Kansas City, KS	27,342	52,158	31,439	52,158	52.1	3	4
208.	Pittsburgh, PA	27,136	43,208	NA	NA	42	4	4
209.	Chattanooga, TN	27,057	101,079	NA	NA	52	3.5	3.5
210.	Savannah, GA	27,052	46,040	NA	NA	56	4	4
211.	Fort Walton Beach, FL	27,023	45,977	30,523	49,477	56	3	4
212.	Burlington, NC	26,880	44,352	NA	NA	56	3	3
213.	Myrtle Beach, SC	26,617	43,602	29,378	48,125	53	3	3
214.	Harlingen, TX	26,407	31,372	NA	NA	56	3	1
215.	Teaneck, NJ	26,283	76,617	NA	NA	42	3	3
216.	Rocky Mount, NC	26,218	39,327	NA	NA	52	4	4
217.	Portland, ME	26,099	40,622	28,439	42,994	42	3	3
218.	East Peoria, IL	26,000	54,533	26,000	50,860	52.9	2	2
219.	Winston-Salem, NC	25,938	45,508	NA	NA	56	NA	NA
220.	Asheville, NC	25,883	47,084	NA	NA	56	3	3
221.	Fayetteville, NC	25,882	38,784	NA	NA	56	4	4
222.	Knoxville, TN	25,500	41,000	25,500	41,000	56	3	3

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	DEPARTMENT	FF		MEDIC		WORK WEEK	ENGINE CREW	LADDER CREW
		START PAY	TOP PAY	START PAY	TOP PAY			
223.	Joplin, MO	25,373	34,121	26,673	35,421	56	4	4
224.	Glens Falls, NY	25,130	42,144	NA	NA	48	3	1
225.	Columbus, GA	25,024	40,761	25,024	40,761	56	4	3
226.	Baton Rouge, LA	24,971	36,129	NA	NA	NA	5	4
227.	Greenville, SC	24,852	44,886	NA	NA	53	3	3
228.	Panama City, FL	24,706	31,662	NA	NA	56	3	4
229.	Pascagoula, MS	24,558	34,307	25,158	35,507	50.4	3	2
230.	Spartanburg, SC	24,525	37,573	NA	NA	56	3	2
231.	Pawleys Island, Midway Fire Rescue, SC	24,500	38,200	28,400	39,800	53	3	2
232.	Shreveport, LA	24,348	NA	31,068	NA	56	4	2
233.	Canton, OH	24,279	43,296	30,114	43,296	50.4	3	5
234.	Mount Pleasant, SC	24,218	33,869	NA	NA	56	3	2
235.	Gastonia, NC	24,200	45,400	NA	NA	52	3	4
236.	Florence, AL	24,115	28,371	NA	NA	56	4	4
237.	Hackensack, NJ	23,937	79,967	25,748	50,736	42	3	3
238.	Tulsa, OK	23,662	46,990	24,845	49,339	52	3	3
239.	Pensacola, FL	23,352	39,827	98,146	98,146	56	3	2
240.	Springfield, TN	22,589	30,888	NA	NA	53	3.5	1
241.	Anderson City, SC	22,464	33,667	NA	NA	53	4	3
242.	Dayton, OH	22,339	51,397	33,176	44,824	48	4	4
243.	Hattiesburg, MS	22,000	29,000	NA	NA	53	4	4
244.	Monroe, LA	16,860	16,860	19,860	19,860	56	4	2
CANADA								
1.	Surrey, BC	45,138	92,100	NA	NA	42	4	2
2.	Vancouver, BC	44,784	63,984	NA	NA	48	4	4
3.	Brampton, ON	43,552	68,342	NA	NA	42	5	5
4.	Mississauga, ON	43,035	66,207	NA	NA	42	3.9	3.6
5.	Markham, ON	37,293	62,155	NA	NA	42	5	5
6.	Edmonton, AB	36,201	64,558	NA	NA	42	4	2
7.	St. John's, NF	28,918	52,578	NA	NA	42	4	2
8.	Halifax Regional, NS	27,590	55,180	NA	NA	42	4	2
9.	Laval, PQ	27,500	57,895	NA	NA	42	3.5	1