



Firefighter Compensation

2024 Wages

Firefighter IV	\$66,302
Firefighter III	\$82,879
Firefighter II	\$92,087
Firefighter I	\$102,319

During 16-week academy:

\$21.57/hour*

*regardless of previous experience, everyone is paid the same wage during academy.

Additional Compensation:

SMFR strongly values education and in turn compensates employees who have a degree with an education differential on the date of hire as follows:

- Associates – 1% of base wage
- Bachelors – 3% of base wage
- Masters – 5% of base wage
- PhD – 6% of base wage

Compensation Break Down for Recruit, Entry, and Experienced:

Recruit Firefighter 16-week academy – Probationary Approximately 10 hours of overtime per week	\$21.57/hour \$1,186.30/week (calculation below) $\$21.57 \times 40 \text{ hours} = \862.80 $\$32.35 \times 10 \text{ hours OT} = \323.52
Entry Level Firefighter IV Upon graduation of academy 8 month - Probationary	\$22.70/hour \$66,302/annual
Experienced Firefighter Firefighter III Upon graduation of academy	\$28.38/hour \$82,879/annual

****Move up to steps/grades annually on anniversary date****

Experienced Firefighters

We value previous paid paramedic experience and are willing to compensate our new hires based on the paid experience they bring to SMFR.

To qualify for experienced Firefighter pay upon completion of our 16-week academy, applicants must have a least 3 years of paid experience as a firefighter (within the last 12 months) with a full-time fire service agency who primary responsibility is fire protection and emergency medical service.



Paramedic/Firefighter Compensation

2024 Wages

Paramedic IV	\$76,248
Paramedic III	\$95,310
Paramedic II	\$105,899
Paramedic I	\$117,667

During 16-week academy:

\$24.80/hour*

*regardless of previous experience, everyone is paid the same wage during academy.

Additional Compensation:

SMFR strong values education and in turn compensates employees who have a degree with an education differential on the date of hire as follows:

- Associates – 1% of base wage
- Bachelors – 3% of base wage
- Masters – 5% of base wage
- PhD – 6% of base wage

Compensation Break Down for Recruit, Entry, and Experienced:

Recruit Paramedic 16-week academy – Probationary Approximately 10 hours of overtime per week	\$24.80/hour \$1,364.13/week (calculation below) $\$24.80 \times 40 \text{ hours} = \992 $\$37.20 \times 10 \text{ hours OT} = \372.10
Entry Level Paramedic IV Upon graduation of academy 8 month - Probationary	\$26.11/month \$76,248/annual
Experienced Paramedic Paramedic III Upon graduation of academy	\$32.64/hour \$95,310/annual

Experienced Paramedic/Firefighters

We value previous paid paramedic experience and are willing to compensate our new hires based on the paid experience they bring to SMFR.

To qualify for experienced Paramedic pay upon completion of our 16-week academy, applicants must have a least 3 years of paid experience as a paramedic with a full-time fire service agency whose primary responsibility is fire protection and emergency medical service (within the last 12 months), or 3 years of full-time paramedic experience in an emergency medical services or medical field (within the last 12 months).