

**City of Greensboro
 FY2019-2020 Fire Sworn Salary Structure
 Effective July 1, 2019 through November 30, 2020**

Grade	Rank Level	Range Min	The 'Green Zone' Control															Range Max														
			Green Zone Min	Control Point													Green Zone Max															
F09	Fire Chief	106,762	Subject to City's Merit Guidelines															177,936														
F08	Deputy Fire Chief	88,942																126,690	Subject to City's Merit Guidelines													148,236
F07	Assistant Fire Chief; Fire Marshal	74,131																105,544	Subject to City's Merit Guidelines													123,552
F06	Battalion Chief; Deputy Fire Marshal	61,776																87,969	Subject to City's Merit Guidelines													102,960
Range Steps																																
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Max														
F05	Fire Captain; Asst Fire Marshal	56,285	57,848	59,412	60,975	62,539	64,102	65,666	67,229	68,793	70,356	71,763	73,170	74,577	75,984	77,392	Subject to City's Merit Guidelines		87,945													
F04	Fire Lieutenant; Sr Fire Inspector	46,933	48,237	49,540	50,844	52,148	53,451	54,755	56,059	57,362	58,666	59,839	61,013	62,186	63,359	64,533	Subject to City's Merit Guidelines		73,333													
F03	Fire Engineer	40,624	41,752	42,881	44,009	45,138	46,266	47,395	48,523	49,652	50,780	51,796	52,811	53,827	54,842	55,858	Subject to City's Merit Guidelines		63,475													
F02	Fire Fighter Sr			37,389	38,373	39,356	40,340	41,324	42,308	43,292	44,276	45,162	46,047	46,933	47,818	48,704	Subject to City's Merit Guidelines		55,345													
F01	Fire Fighter							35,995	36,200	37,042	37,884	38,642						Subject to City's Merit Guidelines		38,642												

Step Rates by Percent Increase																Avg
F05		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
F04		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
F03		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
F02				2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.2%
F01								0.6%	2.3%	2.3%	2.0%					1.8%

Administrative Guidelines

- A. Frequency of step increases for Fire Fighter (F01) is every six (6) calendar months up to step 10; thereafter, all step increases are on an annual basis for those on Step 10, then frozen on Step 11.
- B. Frequency of step increases for Fire Fighter Sr (F02) is every six (6) calendar months up to Step 10; thereafter, all step increases are on an annual basis for those on Step 10 and above.
- C. Frequency of step increases for all other nonexempt ranks (F03 through F05) is on an annual basis.
- D. An eligible employee may not move more than one step at a time.
- E. Normal promotional increase from Fire Fighter to Fire Fighter Sr., or from Fire Engineer to Fire Lieutenant, is not to exceed 5% of current salary.
- F. Normal promotional increase from Fire Fighter Sr to Fire Engineer is at least 5% of current salary, but not to exceed the next step above which a 5% increase is awarded.
- G. Normal promotional increase from Fire Lieutenant to Fire Captain is not to exceed 10% of current salary.
- H. Normal promotional increase of two ranks (i.e., from Fire Fighter Sr. to Fire Lieutenant) is not to exceed 10% of current salary.
- I. Normal promotional increase from Fire Captain (F05) to exempt ranks of Battalion Chief (F06) and above will be calculated as a percent of the control point of the exempt position to which the employee is being promoted, and shall not exceed the Control Point. Promotional salary offers above the Control Point require advance review/approval by Human Resources.
- J. Employees below Step 15 in the step system are ineligible for merit increases or lump sum merit awards in the City's annual Merit Award Program; employees at or above Step 15 are normally subject to the annual merit award eligibility guidelines.
- K. Employees in the step system are ineligible for step progressions or merit awards if they do not demonstrate satisfactory job performance in annual reviews.
- L. As an at-will employee, there is no guarantee of salary increases. All increases are subject to change at any time at the sole discretion of the City Manager and/or City Council, or as City compensation policies, programs, or practices are introduced, amended, or eliminated.
- M. The initial step progression for all new recruits, following graduation, will be timed to coincide with the internal step processing cycle (e.g. normally July/December) without retroactivity or proration.
- N. All step progressions are frozen if the City's Merit Award Program is not approved by City Council for that fiscal year.
- O. All employees must be paid at least the range minimums of their assigned rank within the salary structure.