

City of Greensboro
FY2020-2021 Fire Sworn Salary Structure
Effective December 1, 2020 through November 30, 2021

Grade	Rank Level	Range Min	The 'Green Zone' Control													Range Max												
			Green Zone Min	Control Point											Green Zone Max													
F09	Fire Chief	108,897	Subject to City's Merit Guidelines													181,495												
F08	Deputy Fire Chief	90,721														129,224	Subject to City's Merit Guidelines											151,201
F07	Assistant Fire Chief; Fire Marshal	75,614														107,655	Subject to City's Merit Guidelines											126,023
F06	Battalion Chief; Deputy Fire Marshal	63,011														89,728	Subject to City's Merit Guidelines											105,019
Range Steps																												
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Max										
F05	Fire Captain; Asst Fire Marshal	57,410	59,005	60,600	62,195	63,789	65,384	66,979	68,574	70,168	71,763	73,198	74,634	76,069	77,504	78,939	Subject to City's Merit Guidelines		89,704									
F04	Fire Lieutenant; Sr Fire Inspector	47,872	49,201	50,531	51,861	53,191	54,520	55,850	57,180	58,510	59,839	61,036	62,233	63,430	64,627	65,823	Subject to City's Merit Guidelines		74,799									
F03	Fire Engineer	41,436	42,587	43,739	44,890	46,041	47,192	48,343	49,494	50,645	51,796	52,832	53,867	54,903	55,939	56,975	Subject to City's Merit Guidelines		64,745									
F02	Fire Fighter Sr			39,258	40,291	41,324	42,357	43,390	44,424	45,457	46,490	47,420	48,349	49,279	50,209	51,139	Subject to City's Merit Guidelines		58,112									
F01	Fire Fighter							36,714	36,924	37,783	38,642	39,415					Subject to City's Merit Guidelines		39,415									

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 twice a year 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 twice a year 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.