

APPENDIX "A"
CITY OF SHREVEPORT
PAY SCHEDULE FOR MUNICIPAL FIRE CIVIL SERVICE PERSONNEL
EFFECTIVE 2/1/24

| POSITION | MONTHLY | ANNUALLY |
|---|--------------------|---------------------|
| Firefighter Starting Includes recruit through receiving State certification | \$2,746.90 | \$32,962.80 |
| Certified Firefighter | \$3,245.98 | \$38,951.72 |
| Fire Engineer | \$3,570.96 | \$42,851.54 |
| Fire Captain/Division Officer Includes Fire Training Officer, Fire Inspector, EMS Officer, Administrative Executive to the Fire Chief, Emergency Vehicle Technician I, and FCO I | \$4,057.52 | \$48,690.24 |
| Emergency Vehicle Tech II/FCO II | \$4,299.61 | \$51,595.32 |
| Battalion Chief/ Asst. Division Chief Includes Asst. Director of Fire Prevention, Asst. Chief of Training, Asst. Master Mechanic, Asst. Chief of Fire Communications, Public Information Officer and Information Technology Officer | \$4,544.26 | \$54,531.12 |
| Fire Assistant Chief/Division Chief Includes Chiefs of Training, Fire Prevention, Communications, Special Operations and Safety, EMS and Communications, ARFF Coordinator and Administrative Assistant to the Fire Chief | \$5,054.52 | \$60,654.24 |
| Fire Deputy Chief | \$5,858.30 | \$70,299.60 |
| Fire Chief | \$12,366.44 | \$148,397.28 |
| MONTHLY FIRE INCENTIVE PAY: | | |
| EMT | \$ 50.00 | |
| EMT Intermediate | \$ 150.00 | |
| EMT Paramedic | \$ 500.00 | |
| Bomb Tech | \$ 150.00 | |
| HazMat Tech | \$ 150.00 | |

| | |
|---------------------|-----------|
| Chief's Aide | \$ 200.00 |
| Associate Degree | \$ 200.00 |
| Bachelor's Degree | \$ 300.00 |
| Master's Degree | \$ 400.00 |
| ARFF/HazMat Ed. Pay | \$ 100.00 |

FIRE DUTY PAY (Per Shift)

| | |
|---|-----------|
| Chief's Aide (Substitute | \$ 25.00 |
| Paramedic Medic Unit and EMS Supervisors | \$ 100.00 |

RECRUITMENT INCENTIVES:

All recruits who successfully complete Academy training and remain in good standing after one year receive a total stipend of up to \$7,200, payable as follows: An amount prorated at \$600 per month, upon successful completion of the Training Academy and the remainder of the \$7,200 payable upon successful completion of one year's service.

STIPEND FOR LATERAL TRANSFERS:

Certified members who transfer into service with the Shreveport Fire Department from another Fire Department and remain in good standing after two years receive a total stipend of up to \$10,000, payable as follows: \$5,000 payable upon successful completion of the Training Academy and the remaining \$5,000 payable upon successful completion of two years of service to the Shreveport Fire Department

RECRUITING INCENTIVE:

All ranks below that of Captain are eligible to receive a recruiting incentive stipend of \$100 (up to three times per year) if they refer a recruit to the Shreveport Fire Department who is accepted into the Training Academy and successfully completes the Academy.

STATE SUPPLEMENTAL PAY:

The Louisiana Legislature sets the amount of State supplemental pay that is received by members of the Fire Civil Service. The current level is \$600 per month.

PHYSICAL FITNESS INCENTIVE PAY:

Members are eligible to receive up to \$1,000 annually, as determined by the Fire Chief, for attaining specific standards of physical fitness. The Fire Chief shall have the authority to develop and issue standards for this incentive pay and to determine incentive pay levels based on varying levels of physical fitness.

NOTES:

Eligible employees in the above classifications may be entitled to receive supplemental pay from the State of Louisiana.

Employees in the above classifications begin the 2% longevity pay” plan “after confirmation to the position”. The 2% ceases after completion of the 30th year of service. Pay differentials for the above classifications are established pursuant to the provisions of La R.S. 33:1991-2.

Monthly incentive pay is subject to review and may be adjusted or withdrawn upon recommendation of the appointing authority and approval of the City Council.

Fire Duty Pay – These positions require knowledge, skills, abilities, tasks and responsibilities that are beyond the realm of normal job assignment.

Education Pay – In order to be eligible for education incentive pay, an employee must have completed an accredited degree in an area applicable to the Fire Service or which benefits the City of Shreveport. Education pay begins at the beginning of the next pay period after the Department has verified that the degree was earned as required.

Firefighter starting pay shall begin in basic training and shall continue until successful completion of working test period and certification.

Members may receive education pay for state certifications for Airport Fire Fighter or Hazardous Material Technician equal to an associate’s degree. A member cannot draw pay for other certifications if they currently possess an advanced level degree: associate. Bachelors or masters for which they are drawing Education Incentive pay. Members drawing HazMat Tech pay and assigned to the HazMat Team are ineligible for pay under this provision for a Hazardous Material Technician certification.