

# WESTLAKE FIRE DEPARTMENT

## BASE SALARY STRUCTURE

(Current Salaries as of Oct. 1, 2008, Updated Nov. 20, 2008)

Position / Title	Comment	Hourly Pay	Annual Pay (53 hrs/wk X 52 wks)
<b>Shift Commander</b>	Rank of District Chief	\$17.75	\$48,917
<b>Lieutenant</b>		\$15.31	\$42,194
<b>Engineer</b>		\$14.33	\$39,496
<b>Relief Driver/Operator</b>	Incentive Pay Scale	\$13.72	\$37,812
<b>FireFighter</b>	> 180 Days Off Probation	\$13.61	\$37,509
<b>Probationary FF-2</b>	>90 Days and <180 Days	\$12.89	\$35,525
<b>Probationary FF-1</b>	< 90 Days	\$12.16	\$33,526
<b>Compensated Volunteer</b>	Maximum of Five 24 hr Shifts per Month	\$11.44	\$15,826

Notes:

The Westlake Fire Department utilizes a pay system that includes longevity pay for each year of service and/or experience and incentive pays for special skills that each individual can acquire. Overtime is not included in the salaries listed above.

The Department utilizes the "Kelly" system for Firefighters who work 24 hours on duty and 48 hours off. Under this system, each FF has their 19th shift off with pay each cycle to compensate them for overtime accumulated during the 24-48 shift pattern.

Probationary Firefighters (less than 180 days) do not participate in the experience/skill incentive program until they are off probation.