

WESTLAKE FIRE DEPARTMENT

BASE SALARY STRUCTURE

(Current Salaries as of October 1, 2015)

Position / Title	Comment	Hourly Pay	Annual Pay (53 hrs/wk X 52 wks)
Shift Commander	Rank of District Chief	\$27.31	\$75,266
Lieutenant		\$22.49	\$61,982
Engineer		\$19.27	\$53,108
Relief Driver/Operator	Incentive Pay Scale	\$16.35	\$45,061
FireFighter	> 180 Days Off Probation	\$16.25	\$44,785
Probationary FF-2	>90 Days and <180 Days	\$14.94	\$41,175
Probationary FF-1	< 90 Days	\$14.52	\$40,017
Part-Time Employees		\$13.50	N/A

Notes:

The Westlake Fire Department utilizes a pay system that includes longevity pay for each year of service, Time in Grade for each year in rank and experience and incentive pays for special skills that each individual can acquire.

Overtime, Longevity, Time in Grade and Incentives are not included in the salaries listed above.

The Department utilizes the "Kelly" system for Firefighters who work 24 or 48 hour shifts.

Under this system, each FF has their 19th shift off with pay each cycle to compensate them for overtime accumulated during the shift pattern.

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