



**Draper City Fire Department
Step Pay Plan
FY2026
Effective July 2025**



Grade	Job Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5
F-1	Firefighter I	Hourly Annual Step Increase	\$18.92 \$55,095.04	\$19.68 \$57,308.16 4.0%	\$20.47 \$59,608.64 4.0%	\$21.29 \$61,996.48 4.0%	\$22.14 \$64,471.68 4.0%
F-2	Firefighter II	Hourly Annual Step Increase				\$22.35 \$65,083.20	\$23.24 \$67,674.88 4.0%
F-3	Fire Engineer	Hourly Annual Step Increase				\$23.47 \$68,344.64	\$24.41 \$71,081.92 4.0%
F-4	Paramedic I	Hourly Annual Step Increase	\$23.16 \$67,441.92	\$24.09 \$70,150.08 4.0%	\$25.05 \$72,945.60 4.0%	\$26.05 \$75,857.60 4.0%	\$27.09 \$78,886.08 4.0%
F-5	Paramedic II	Hourly Annual Step Increase				\$26.82 \$78,099.84	\$27.89 \$81,215.68 4.0%

Grade	Job Title	Rate	Step 6	Step 7	Step 8	Step 9	Step 10
F-1	Firefighter I	Hourly Annual Step Increase	\$23.03 \$67,063.36 4.0%	\$23.95 \$69,742.40 4.0%	\$24.91 \$72,537.92 4.0%	\$25.91 \$75,449.92 4.0%	\$26.95 \$78,478.40 4.0%
F-2	Firefighter II	Hourly Annual Step Increase	\$24.17 \$70,383.04 4.0%	\$25.14 \$73,207.68 4.0%	\$26.15 \$76,148.80 4.0%	\$27.20 \$79,206.40 4.0%	\$28.29 \$82,380.48 4.0%
F-3	Fire Engineer	Hourly Annual Step Increase	\$25.39 \$73,935.68 4.0%	\$26.41 \$76,905.92 4.0%	\$27.47 \$79,992.64 4.0%	\$28.57 \$83,195.84 4.0%	\$29.71 \$86,515.52 4.0%
F-4	Paramedic I	Hourly Annual Step Increase	\$28.17 \$82,031.04 4.0%	\$29.30 \$85,321.60 4.0%	\$30.47 \$88,728.64 4.0%	\$31.69 \$92,281.28 4.0%	\$32.96 \$95,979.52 4.0%
F-5	Paramedic II	Hourly Annual Step Increase	\$29.01 \$84,477.12 4.0%	\$30.17 \$87,855.04 4.0%	\$31.38 \$91,378.56 4.0%	\$32.64 \$95,047.68 4.0%	\$33.95 \$98,862.40 4.0%
F-6	Fire Captain	Hourly Annual Step Increase		\$35.63 \$103,754.56	\$37.06 \$107,918.72 4.0%	\$38.54 \$112,228.48 4.0%	\$40.08 \$116,712.96 4.0%
F-7	Battalion Chief	Hourly Annual Step Increase			\$42.88 \$124,866.56	\$44.60 \$129,875.20 4.0%	\$46.38 \$135,058.56 4.0%

Hourly wage is based on a 2912 schedule.

Plan History:

Original plan with 2.75% between steps - July 2017
2% COLA - July 2019
Market & step plan adjustments - 03/29/2021
2% COLA - July 2021

2% COLA - July 2022
3% Market Adjustment - July 2023
4% COLA - July 2023
Market & step plan adjustments - July 2024
2 % COLA - July 2025