

Charleston Fire Department
2025 Pay Scale (effective 01/04/2025)

Entry Level Step	Natural Step	CEP Step-1 Year
	CEP Step-2 Years	

Firefighter Trainee

Academy
High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Firefighter

Step 1	Step 2	Step 3	Step 4
High School	\$17.28	\$17.78	\$18.27
Associates Degree	\$18.50	\$19.01	\$19.55
Bachelors Degree	\$19.80	\$20.35	\$20.92
Masters Degree	\$21.18	\$21.77	\$22.38
PhD	\$22.66	\$23.30	\$23.95

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Assistant Engineer

Step 4	Step 5	Step 6	Step 7	Step 8
High School	\$18.79	\$19.72	\$20.70	\$21.74
Associates Degree	\$20.10	\$21.10	\$22.16	\$23.27
Bachelors Degree	\$21.51	\$22.58	\$23.71	\$24.90
Masters Degree	\$23.01	\$24.16	\$25.37	\$26.64
PhD	\$24.62	\$25.85	\$27.14	\$28.50

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Engineer

Step 6	Step 7	Step 8	Step 9	Step 10
High School	\$20.70	\$21.74	\$22.84	\$23.97
Associates Degree	\$22.16	\$23.27	\$24.43	\$25.65
Bachelors Degree	\$23.71	\$24.90	\$26.14	\$27.45
Masters Degree	\$25.37	\$26.64	\$27.96	\$29.37
PhD	\$27.14	\$28.50	\$29.92	\$31.43

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Captain

Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
High School	\$23.92	\$25.11	\$26.37	\$27.69	\$29.08
Associates Degree	\$25.60	\$26.87	\$28.21	\$29.62	\$31.11
Bachelors Degree	\$27.39	\$28.76	\$30.19	\$31.70	\$33.29
Masters Degree	\$29.30	\$30.77	\$32.30	\$33.92	\$35.62
PhD	\$31.35	\$32.92	\$34.57	\$36.30	\$38.11

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Battalion Chief

Step 11	Step 12	Step 13	Step 14	Step 15
High School	\$3,372.54	\$3,541.17	\$3,718.23	\$3,904.14
Associates Degree	\$3,608.62	\$3,789.05	\$3,978.50	\$4,177.42
Bachelors Degree	\$3,861.22	\$4,054.29	\$4,257.00	\$4,469.85
Masters Degree	\$4,131.51	\$4,338.08	\$4,554.99	\$4,782.74
PhD	\$4,420.72	\$4,641.76	\$4,873.85	\$5,117.53

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Battalion Chief - Shift Commander/Administrative

Step 11	Step 12	Step 13	Step 14	Step 15
High School	\$3,541.17	\$3,718.23	\$3,904.14	\$4,099.35
Associates Degree	\$3,789.05	\$3,978.50	\$4,177.42	\$4,386.30
Bachelors Degree	\$4,054.29	\$4,257.00	\$4,469.85	\$4,693.34
Masters Degree	\$4,338.08	\$4,554.99	\$4,782.74	\$5,021.88
PhD	\$4,641.76	\$4,873.85	\$5,117.53	\$5,373.41

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Assistant Chief

Step 12	Step 13	Step 14	Step 15	Step 16
High School	\$3,718.23	\$3,904.14	\$4,099.35	\$4,304.32
Associates Degree	\$3,978.50	\$4,177.42	\$4,386.30	\$4,605.61
Bachelors Degree	\$4,257.00	\$4,469.85	\$4,693.34	\$4,928.00
Masters Degree	\$4,554.99	\$4,782.74	\$5,021.88	\$5,272.97
PhD	\$4,873.85	\$5,117.53	\$5,373.41	\$5,642.08

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Charleston Fire Department
2025 Pay Scale

Estimated Annual Compensation

Entry Level Step	Natural Step	CEP Step-1 Year
	CEP Step-2 Years	

Firefighter Trainee

Academy
High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Firefighter

Step 1	Step 2	Step 3	Step 4
High School	\$52,237.44	\$53,748.94	\$55,230.21
Associates Degree	\$55,925.50	\$57,467.23	\$59,099.65
Bachelors Degree	\$59,855.40	\$61,518.05	\$63,241.16
Masters Degree	\$64,027.14	\$65,810.71	\$67,654.74
PhD	\$68,501.18	\$70,435.90	\$72,400.85

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Assistant Engineer

Step 4	Step 5	Step 6	Step 7	Step 8
High School	\$56,802.17	\$59,613.56	\$62,576.10	\$65,720.02
Associates Degree	\$60,762.30	\$63,785.30	\$66,989.68	\$70,345.21
Bachelors Degree	\$65,024.73	\$68,259.34	\$71,675.33	\$75,272.70
Masters Degree	\$69,559.23	\$73,035.68	\$76,693.51	\$80,532.72
PhD	\$74,426.26	\$78,144.55	\$82,044.22	\$86,155.50

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Engineer

Step 6	Step 7	Step 8	Step 9	Step 10
High School	\$62,576.10	\$65,720.02	\$69,045.32	\$72,461.31
Associates Degree	\$66,975.47	\$70,338.26	\$73,856.73	\$77,530.88
Bachelors Degree	\$71,677.14	\$75,257.89	\$79,025.45	\$82,979.84
Masters Degree	\$76,690.18	\$80,520.02	\$84,536.68	\$88,771.30
PhD	\$82,045.73	\$86,155.80	\$90,452.69	\$94,998.68

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Captain

Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
High School	\$72,299.88	\$75,911.76	\$79,710.46	\$83,695.99	\$87,899.47
Associates Degree	\$77,375.20	\$81,236.17	\$85,283.97	\$89,549.72	\$94,033.44
Bachelors Degree	\$82,793.02	\$86,934.22	\$91,262.25	\$95,839.38	\$100,634.46
Masters Degree	\$88,584.48	\$93,005.92	\$97,645.32	\$102,533.81	\$107,671.40
PhD	\$94,780.72	\$99,513.53	\$104,495.44	\$109,726.44	\$115,206.53

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Battalion Chief

Step 11	Step 12	Step 13	Step 14	Step 15
High School	\$87,686.02	\$92,070.44	\$96,673.93	\$101,507.72
Associates Degree	\$93,824.00	\$98,515.32	\$103,440.96	\$108,612.99
Bachelors Degree	\$100,391.79	\$105,411.44	\$110,682.01	\$116,216.09
Masters Degree	\$107,419.13	\$112,790.13	\$118,429.73	\$124,351.32
PhD	\$114,938.69	\$120,685.68	\$126,720.01	\$133,055.89

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Battalion Chief - Shift Commander/Administrative

Step 11	Step 12	Step 13	Step 14	Step 15
High School	\$92,070.44	\$96,673.93	\$101,507.72	\$106,583.06
Associates Degree	\$98,515.32	\$103,440.96	\$108,612.99	\$114,043.70
Bachelors Degree	\$105,411.44	\$110,682.01	\$116,216.09	\$122,026.82
Masters Degree	\$112,790.13	\$118,429.73	\$124,351.32	\$130,568.84
PhD	\$120,685.68	\$126,720.01	\$133,055.89	\$139,708.58

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Assistant Chief

Step 12	Step 13	Step 14	Step 15	Step 16
High School	\$96,673.93	\$101,507.72	\$106,583.06	\$111,912.28
Associates Degree	\$103,440.96	\$108,612.99	\$114,043.70	\$119,745.97
Bachelors Degree	\$110,682.01	\$116,216.09	\$122,026.82	\$128,128.11
Masters Degree	\$118,429.73	\$124,351.32	\$130,568.84	\$137,097.26
PhD	\$126,720.01	\$133,055.89	\$139,708.58	\$146,694.15

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD