

Charleston Fire Department
2025 Pay Scale

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

Firefighter Trainee - Paramedic

Academy
High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Firefighter - Paramedic

Step 1	Step 2	Step 3	Step 4
High School			
Associates Degree			
Bachelors Degree			
Masters Degree			
PhD			

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Assistant Engineer - Paramedic

Step 4	Step 5	Step 6	Step 7	Step 8
High School				
Associates Degree				
Bachelors Degree				
Masters Degree				
PhD				

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Engineer - Paramedic

Step 6	Step 7	Step 8	Step 9	Step 10
High School				
Associates Degree				
Bachelors Degree				
Masters Degree				
PhD				

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Captain - Paramedic

Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
High School					
Associates Degree					
Bachelors Degree					
Masters Degree					
PhD					

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Battalion Chief - Paramedic

Step 11	Step 12	Step 13	Step 14	Step 15
High School				
Associates Degree				
Bachelors Degree				
Masters Degree				
PhD				

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				
Associates Degree				
Bachelors Degree				
Masters Degree				
PhD				

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Assistant Chief - Paramedic

Step 12	Step 13	Step 14	Step 15	Step 16
High School				
Associates Degree				
Bachelors Degree				
Masters Degree				
PhD				

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 - Paramedic

Academy
High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Firefighter - Paramedic

Step 1	Step 2	Step 3	Step 4
High School			
Associates Degree			
Bachelors Degree			
Masters Degree			
PhD			

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Assistant Engineer - Paramedic

Step 4	Step 5	Step 6	Step 7	Step 8
High School				
Associates Degree				
Bachelors Degree				
Masters Degree				
PhD				

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Engineer - Paramedic

Step 6	Step 7	Step 8	Step 9	Step 10
High School				
Associates Degree				
Bachelors Degree				
Masters Degree				
PhD				

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Captain - Paramedic

Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
High School					
Associates Degree					
Bachelors Degree					
Masters Degree					
PhD					

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Battalion Chief - Paramedic

Step 11	Step 12	Step 13	Step 14	Step 15
High School				
Associates Degree				
Bachelors Degree				
Masters Degree				
PhD				

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Battalion Chief - Shift Commander/Administrative - Paramedic

Step 11	Step 12	Step 13	Step 14	Step 15
High School				
Associates Degree				
Bachelors Degree				
Masters Degree				
PhD				

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD

Assistant Chief - Paramedic

Step 12	Step 13	Step 14	Step 15	Step 16
High School				
Associates Degree				
Bachelors Degree				
Masters Degree				
PhD				

High School
Associates Degree
Bachelors Degree
Masters Degree
PhD