

Charleston Fire Department
2025 Pay Scale

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

Firefighter Trainee - Paramedic

Academy
\$18.50
\$20.59
\$22.91
\$25.49
\$28.37

Firefighter - Paramedic

Step 1	Step 2	Step 3	Step 4
\$18.50	\$19.01	\$19.55	\$20.10
\$19.80	\$20.35	\$20.92	\$21.51
\$21.18	\$21.77	\$22.38	\$23.01
\$22.66	\$23.30	\$23.95	\$24.62
\$24.25	\$24.93	\$25.63	\$26.35

Assistant Engineer - Paramedic

Step 4	Step 5	Step 6	Step 7	Step 8
\$20.10	\$21.10	\$22.16	\$23.27	\$24.43
\$21.51	\$22.58	\$23.71	\$24.90	\$26.14
\$23.01	\$24.16	\$25.37	\$26.64	\$27.96
\$24.62	\$25.85	\$27.14	\$28.50	\$29.92
\$26.35	\$27.67	\$29.05	\$30.50	\$32.02

Engineer - Paramedic

Step 6	Step 7	Step 8	Step 9	Step 10
\$22.16	\$23.27	\$24.43	\$25.65	\$26.93
\$23.71	\$24.90	\$26.14	\$27.45	\$28.82
\$25.37	\$26.64	\$27.96	\$29.37	\$30.84
\$27.14	\$28.50	\$29.92	\$31.43	\$32.99
\$29.05	\$30.50	\$32.02	\$33.62	\$35.31

Captain - Paramedic

Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
\$25.60	\$26.87	\$28.21	\$29.62	\$31.11	\$32.66
\$27.39	\$28.76	\$30.19	\$31.70	\$33.29	\$34.95
\$29.30	\$30.77	\$32.30	\$33.92	\$35.62	\$37.40
\$31.35	\$32.92	\$34.57	\$36.30	\$38.11	\$40.02
\$33.55	\$35.23	\$36.99	\$38.83	\$40.78	\$42.82

Battalion Chief - Paramedic

Step 11	Step 12	Step 13	Step 14	Step 15
\$3,608.62	\$3,789.05	\$3,978.50	\$4,177.42	\$4,386.30
\$3,861.22	\$4,054.29	\$4,257.00	\$4,469.85	\$4,693.34
\$4,131.51	\$4,338.08	\$4,554.99	\$4,782.74	\$5,021.88
\$4,420.72	\$4,641.76	\$4,873.85	\$5,117.53	\$5,373.41
\$4,730.16	\$4,966.67	\$5,215.00	\$5,475.76	\$5,749.54

Battalion Chief - Shift Commander/Administrative

Step 11	Step 12	Step 13	Step 14	Step 15
\$3,789.05	\$3,978.50	\$4,177.42	\$4,386.30	\$4,605.61
\$4,054.29	\$4,257.00	\$4,469.85	\$4,693.34	\$4,928.00
\$4,338.08	\$4,554.99	\$4,782.74	\$5,021.88	\$5,272.97
\$4,641.76	\$4,873.85	\$5,117.53	\$5,373.41	\$5,642.08
\$4,966.67	\$5,215.00	\$5,475.76	\$5,749.54	\$6,037.02

Assistant Chief - Paramedic

Step 12	Step 13	Step 14	Step 15	Step 16
\$3,978.50	\$4,177.42	\$4,386.30	\$4,605.61	\$4,835.89
\$4,257.00	\$4,469.85	\$4,693.34	\$4,928.00	\$5,174.40
\$4,554.99	\$4,782.74	\$5,021.88	\$5,272.97	\$5,536.62
\$4,873.85	\$5,117.53	\$5,373.41	\$5,642.08	\$5,924.19
\$5,215.00	\$5,475.76	\$5,749.54	\$6,037.02	\$6,338.87

Charleston Fire Department
2025 Pay Scale

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

Firefighter Trainee - Paramedic

Academy
\$52,906.57
\$58,886.54
\$65,514.59
\$72,908.55
\$81,127.33

Firefighter - Paramedic

Step 1	Step 2	Step 3	Step 4
\$55,921.87	\$57,478.72	\$59,097.84	\$60,748.09
\$59,845.12	\$61,526.51	\$63,239.04	\$65,013.85
\$64,017.47	\$65,823.41	\$67,660.48	\$69,559.83
\$68,501.18	\$70,431.67	\$72,393.29	\$74,417.19
\$73,296.26	\$75,351.30	\$77,468.61	\$79,648.19

Assistant Engineer - Paramedic

Step 4	Step 5	Step 6	Step 7	Step 8
\$60,748.09	\$63,799.51	\$66,975.47	\$70,338.26	\$73,856.73
\$65,013.85	\$68,252.08	\$71,677.14	\$75,257.89	\$79,025.45
\$69,559.83	\$73,047.17	\$76,690.18	\$80,520.02	\$84,536.68
\$74,417.19	\$78,153.62	\$82,045.73	\$86,155.80	\$90,452.69
\$79,648.19	\$83,633.71	\$87,806.06	\$92,196.36	\$96,804.62

Engineer - Paramedic

Step 6	Step 7	Step 8	Step 9	Step 10
\$66,975.47	\$70,338.26	\$73,856.73	\$77,530.88	\$81,422.99
\$71,677.14	\$75,257.89	\$79,025.45	\$82,979.84	\$87,121.05
\$76,690.18	\$80,520.02	\$84,536.68	\$88,771.30	\$93,223.88
\$82,045.73	\$86,155.80	\$90,452.69	\$94,998.68	\$99,731.49
\$87,806.06	\$92,196.36	\$96,804.62	\$101,630.84	\$106,737.29

Captain - Paramedic

Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
\$77,375.20	\$81,236.17	\$85,283.97	\$89,549.72	\$94,033.44	\$98,735.11
\$82,793.02	\$86,934.22	\$91,262.25	\$95,839.38	\$100,634.46	\$105,647.50
\$88,584.48	\$93,005.92	\$97,645.32	\$102,533.81	\$107,671.40	\$113,058.08
\$94,780.72	\$99,513.53	\$104,495.44	\$109,726.44	\$115,206.53	\$120,966.86
\$101,412.88	\$106,488.20	\$111,812.61	\$117,386.11	\$123,270.99	\$129,436.09

Battalion Chief - Paramedic

Step 11	Step 12	Step 13	Step 14	Step 15
\$93,824.00	\$98,515.32	\$103,440.96	\$108,612.99	\$114,043.70
\$100,391.79	\$105,411.44	\$110,682.01	\$116,216.09	\$122,026.82
\$107,419.13	\$112,790.13	\$118,429.73	\$124,351.32	\$130,568.84
\$114,938.69	\$120,685.68	\$126,720.01	\$133,055.89	\$139,708.58
\$122,984.20	\$129,133.43	\$135,590.09	\$142,369.71	\$149,488.10

Battalion Chief - Shift Commander/Administrative - Paramedic

Step 11	Step 12	Step 13	Step 14	Step 15
\$98,515.32	\$103,440.96	\$108,612.99	\$114,043.70	\$119,745.97
\$105,411.44	\$110,682.01	\$116,216.09	\$122,026.82	\$128,128.11
\$112,790.13	\$118,429.73	\$124,351.32	\$130,568.84	\$137,097.26
\$120,685.68	\$126,720.01	\$133,055.89	\$139,708.58	\$146,694.15
\$129,133.43	\$135,590.09	\$142,369.71	\$149,488.10	\$156,962.40

Assistant Chief - Paramedic

Step 12	Step 13	Step 14	Step 15	Step 16
\$103,440.96	\$108,612.99	\$114,043.70	\$119,745.97	\$125,733.17
\$110,682.01	\$116,216.09	\$122,026.82	\$128,128.11	\$134,534.42
\$118,429.73	\$124,351.32	\$130,568.84	\$137,097.26	\$143,952.14
\$126,720.01	\$133,055.89	\$139,708.58	\$146,694.15	\$154,028.92
\$135,590.09	\$142,369.71	\$149,488.10	\$156,962.40	\$164,810.55